

Index

401(K) PLANS

Employee, **87:1**
Hardship, **87:1**
Retirement benefits, **87:1**

ABATEMENT

Documentation, **15:9, 67:5**

ABSENCE

Labor Management Relations Act,
67:8

ABUSE

Abuse of discretion standard of
review, **67:46**

ACCESS

Labor Management Relations Act,
67:8

ACCIDENTS

Collective bargaining agreements,
67:8

ACCOUNTS

National Labor Relations Board,
67:37, 67:39

ACKNOWLEDGMENT

Labor Management Relations Act,
67:8

ACQUISITION

Affordable Care Act, **67:8, 67:53**
Agreements, **2:1, 34:1, 34:2, 49:4,**
67:8, 67:20, 67:21, 67:36,
67:37, 67:53
Amendments, **2:1, 67:8, 67:20,**
67:37, 67:53
Assets, **2:1, 20:1, 67:8, 67:20, 67:21,**
67:36, 67:37, 67:53
Assumption, **2:1, 67:8, 67:20, 67:37**
Defined benefit plan, **67:37**
Disability, **2:1, 34:1 to 37:1, 67:8,**
67:20, 67:36, 67:37, 67:53,
83:1, 84:1
Disabled employees, **37:1**

ACQUISITION—Cont'd

ERISA, **2:1, 20:1, 67:8, 67:20,**
67:21, 67:36, 67:37, 67:53
ESOPs, **67:20**
Health benefits, **67:8, 67:37, 67:53**
Insider trading, **67:20**
Modification, **34:1 to 37:1, 67:8,**
67:20, 67:36, 83:1, 84:1
Options, **34:2, 67:8, 67:20, 67:21,**
67:37, 67:53, 90:1
Pension plan, **67:8, 67:20, 67:36,**
67:37, 67:53
Profit sharing plan, **67:21**
Prohibited transactions, **67:21, 67:37**
Retiree health, **67:8**
Service credit, **67:37**
Severance, **49:4, 67:8, 67:20, 67:36,**
67:53, 122:1
Stock, **20:1, 67:8, 67:20, 67:21,**
67:37, 67:53
Successor liability, **2:1, 20:1, 67:37**
Summary plan description, **67:8,**
67:20, 67:37, 67:53
Termination, **20:1, 34:1 to 37:1,**
67:8, 67:20, 67:37, 67:53, 83:1,
90:1, 122:1
Welfare plans, **67:8, 67:36, 67:53**

ACT OR ACTS

Retaliation, **3:1**

ACTIVE DUTY

Family and Medical Leave Act, **55:5**

ADMINISTRATION

National Labor Relations Act, **67:5,**
67:58
Railway Labor Act, **67:39, 67:53,**
67:58

ADMINISTRATIVE LAW JUDGES

Executive Order 11246, **115:12**

ADMINISTRATIVE PROCEEDINGS

Delaware, **118:8**

ADMINISTRATIVE

PROCEEDINGS—Cont'd

Discovery, 4:18, 4:20, 67:4, 67:50,
115:2, 115:19, 118:8
Equal Access to Justice Act, 67:50,
105:6
Labor relations, 22:15, 67:4, 67:50

ADMINISTRATORS

Retirement plans, 67:20, 67:40,
67:45, 67:53

ADMISSIONS

Administrative proceedings, 4:12,
115:7, 115:10, 115:12, 115:19
Collective bargaining agreements,
15:8, 15:14
Executive Order 11246, 115:7,
115:10, 115:12, 115:19
National Labor Relations Board,
67:37

ADOPTION

Medical benefits, 67:8, 67:23, 67:53

**ADVERSE EMPLOYMENT
ACTION**

Americans with Disabilities Act,
3:16, 15:15, 34:2, 35:1, 37:3,
37:9, 37:19, 39:2, 57:13, 64:1,
67:15, 83:8

AFFIRMATIVE ACTION

Classifications, 4:5, 111:7, 113:1,
116:1
Compliance, 2:4, 3:12, 4:2, 4:3, 4:5,
4:19, 6:3, 6:5, 15:9, 15:14,
15:22, 15:25, 67:21, 81:1, 83:2,
84:1 to 84:3, 84:5, 86:1, 89:5,
109:1, 110:2, 111:1, 111:3,
111:5 to 111:10, 112:3, 112:9,
112:12, 113:1 to 113:4, 114:1,
114:2, 114:6, 114:7, 114:9,
114:10, 115:2, 115:19, 116:1
Consent decrees, 4:3, 4:19
Constitutional requirements, 111:8
Coverage, 2:4, 4:3, 13:3, 15:22,
67:21, 83:1, 84:1, 84:2
Disabled persons, 15:13
Discovery, 3:12, 3:16, 4:3 to 4:5,
8:1, 15:9, 15:13, 15:20, 15:22,

AFFIRMATIVE ACTION—Cont'd

44:1, 88:1, 109:1, 111:6, 115:2,
115:19
Enforcement, 3:12, 4:2 to 4:5, 6:3,
6:5, 8:1, 15:9, 15:13, 15:14,
15:22, 16:1, 81:1, 82:2, 83:2,
85:1, 85:3, 89:5, 109:1, 110:2,
111:5, 111:7, 111:8, 112:12,
114:2, 114:9, 115:2, 116:1
Establishment, 4:3, 15:9, 15:25,
67:21, 82:1, 84:4, 112:5, 113:2,
114:2, 114:5, 114:6, 114:9,
116:1
Ethnicity, 4:2, 4:3, 15:13
Evidence, 2:4, 3:12, 3:16, 4:2 to 4:5,
4:19, 6:3, 6:5, 8:1, 10:4, 11:1,
15:9, 15:13, 15:14, 15:22,
15:25, 16:1, 67:21, 83:11, 84:2,
111:6, 111:8, 114:2, 115:2
Executive Order 11246, 109:1, 110:2,
111:1 to 111:3, 111:5 to 111:10,
112:3, 112:5, 112:9, 112:12,
113:1 to 113:4, 114:1 to 114:14,
115:2, 115:19, 116:1
Flexibility, 6:3
General discussion, 10:4
Goals and timetables, 4:19, 111:6,
111:7, 113:1, 114:3, 114:5,
114:7, 114:12, 114:14, 116:1
Good faith, 3:12, 4:4, 4:5, 6:3, 8:1,
15:9, 15:22, 15:25, 67:21, 83:1,
83:11
Government contractors, 84:2, 89:5,
109:1, 110:2, 111:2, 111:6,
113:3
Government employers, 15:9
Job openings, 15:14, 111:6
Labor unions, 84:6, 114:10
Manifest racial imbalance, 4:19
Minorities and women, 15:13, 109:1,
111:6, 111:7, 114:3 to 114:6,
114:9 to 114:11, 116:1
Nonconstruction contractors, 114:1
Notice, 2:4, 3:12, 3:16, 4:2 to 4:5,
4:19, 6:3, 6:5, 8:1, 10:4, 15:9,
15:20, 15:22, 67:21, 83:1, 84:3,
84:5, 89:5, 110:2, 112:3, 113:3,
114:2
Organizational unit, 111:7, 114:4,
114:11, 116:1

INDEX

AFFIRMATIVE ACTION—Cont'd

Outreach and recruitment activities, 89:5
Proof, 1:2, 2:4, 3:12, 3:16, 4:2 to 4:5, 4:13, 4:15, 4:19, 6:3, 6:5, 8:1, 10:4, 15:9, 15:13, 15:14, 15:20, 15:22, 16:1, 67:21, 83:11
Public sector, 15:13
Racial discrimination, 4:3 to 4:5, 8:1, 13:3, 15:9, 15:13, 15:22, 111:8
Recruitment, 4:4, 4:5, 15:14, 43:1, 84:3, 84:5, 87:1, 89:5, 109:1, 110:2, 111:2, 111:6, 111:7, 112:3, 113:2, 114:10, 114:11, 115:2, 116:1
Reverse discrimination, 4:3, 4:19, 6:3, 15:14
Sex discrimination, 3:12, 4:2 to 4:5, 6:3, 6:5, 15:9, 15:13, 15:22, 111:7, 114:6, 116:1
Specific findings, 15:22
Timetables, 4:19, 6:5, 111:6, 111:7, 113:1, 114:3, 114:5 to 114:7, 114:12, 114:14, 116:1
Voluntary affirmative action plan, 4:19
Waivers, 4:5, 84:2
Women, 3:12, 3:16, 4:2 to 4:5, 4:19, 6:3, 6:5, 8:1, 15:9, 15:13, 15:14, 15:20, 15:25, 16:1, 109:1, 111:6, 111:7, 114:3 to 114:6, 114:8 to 114:11, 115:2, 116:1

AFL-CIO

Unions, 4:8, 4:10 to 15:11, 15:13, 67:3, 67:5, 67:8, 67:13, 67:16, 67:17, 67:40, 67:58, 111:10

AFTER-ACQUIRED EVIDENCE

Employment practices, 3:12, 4:5, 10:4, 15:13, 22:7, 76:1

AGE

Group insurance, 67:5, 67:8, 67:53, 75:2
Individual retirement accounts, 67:9, 67:34, 67:57

AGE DISCRIMINATION

ADEA, 1:5, 3:12, 4:2, 4:4, 4:16, 4:20, 9:1, 15:13, 15:15, 19:1 to

AGE DISCRIMINATION—Cont'd

20:9, 21:1 to 21:15, 22:1 to 22:16, 23:1 to 23:4, 24:1, 25:1 to 25:12, 26:1 to 57:13, 64:1, 67:15, 67:56, 75:17, 117:1, 118:5, 118:11
Agencies, 9:1, 10:7, 15:3, 15:15, 20:2, 21:3, 21:4, 21:8 to 21:10, 22:6, 22:10, 22:15, 26:2, 26:10, 50:8
Attorney fee awards, 21:10
Backpay, 3:11, 4:4, 21:9, 117:1, 118:11
Benefits, 3:11, 4:2, 4:4, 4:12, 4:16, 4:20, 10:7, 15:3, 15:13, 19:1, 20:1 to 20:6, 20:9, 21:1 to 21:3, 21:6, 21:8 to 21:12, 22:1, 22:2, 22:4 to 22:12, 22:14 to 22:16, 23:2, 23:3, 24:1, 25:5, 25:6, 25:8, 25:9, 25:11, 26:3 to 26:7, 35:1, 50:8, 57:13, 64:1, 66:5, 66:9, 67:15, 67:29, 67:53, 67:54, 67:56, 74:3, 75:5, 75:10, 75:17, 76:2, 117:1, 117:2, 118:5, 118:11
Business necessity, 3:11, 4:2, 21:12, 22:9
Causation, 3:12, 4:2, 4:4, 4:12, 10:7, 15:13, 22:7, 22:10, 35:1, 57:13, 64:1, 67:15, 76:2
Circumstantial case, 19:1, 22:4
Class actions, 3:11, 4:20, 21:2, 21:3, 118:11
Comparators, 3:12, 15:13, 22:6, 26:6, 67:15
Compensation, 3:11, 3:12, 4:4, 4:12, 9:1, 10:7, 15:15, 20:1, 20:5, 20:6, 21:3, 21:5, 21:9, 22:1, 22:6, 22:7, 22:15, 23:2, 23:3, 24:1, 25:6, 25:9, 25:12, 26:3, 26:4, 26:6, 26:7, 26:10, 35:1, 64:1, 67:53, 67:54, 67:56, 74:3, 75:5, 75:10, 75:17, 76:2, 117:1, 117:2, 118:11, 120:4
Complaint, 3:12, 4:2, 4:4, 4:12, 9:1, 10:7, 19:1 to 21:5, 21:8, 21:10 to 21:12, 22:2, 22:6 to 22:8, 22:10, 26:3, 26:4, 26:6 to 26:10, 26:12, 35:1, 67:15, 67:53, 67:54, 75:10, 76:2, 117:1, 118:5, 118:11

EMPLOYMENT LAW CHECKLISTS AND FORMS

AGE DISCRIMINATION—Cont'd

Computation, 67:29, 118:5
 Conciliation efforts, 21:2
 Constructive discharge, 4:13, 10:7, 15:13, 21:3, 22:6, 22:10, 50:8, 57:13, 64:1, 67:15, 74:3, 76:2, 118:11
 Continuing violations, 21:3
 Damages, 3:11, 3:12, 4:2, 4:4, 4:12, 4:13, 4:20, 9:1, 10:7, 13:2, 15:3, 15:13, 15:15, 19:1, 20:1, 21:1, 21:2, 21:7 to 21:9, 21:11, 21:14, 21:15, 22:4, 23:2, 23:3, 25:8, 25:9, 26:3, 26:4, 26:7, 26:10 to 26:12, 57:13, 64:1, 66:5, 66:9, 67:15, 67:53, 67:54, 74:3, 75:5, 75:10, 75:17, 76:2, 117:1, 117:2, 118:5, 118:11, 120:4
 Decisionmakers, 3:12, 4:2, 4:4, 4:12, 10:7, 19:1, 21:8, 21:11, 22:6, 22:7, 23:2, 35:1, 67:53
 Defenses, 3:11, 4:13, 19:1, 21:2, 22:4, 22:11, 23:2, 26:4, 67:53, 76:2, 117:1
 Determinative factor, 22:6, 22:10
 Discipline, 4:2, 4:4, 4:12, 10:7, 15:13, 22:2, 22:6 to 22:8, 22:10, 25:3, 26:3, 26:6, 26:7, 26:9, 57:13, 64:1, 74:3, 75:5, 75:10, 76:2
 Disparate impact, 3:11, 3:12, 4:2, 4:4, 4:12, 13:2, 15:13, 20:3, 20:5, 21:2, 21:3, 21:7, 21:9, 21:12, 22:2, 22:3, 22:7 to 22:9, 23:2, 35:1
 Disparate treatment, 3:11, 4:12, 15:13, 20:5, 21:2, 21:3, 22:7 to 22:10, 35:1
 Elected officials, 3:12
 Employees, 3:11, 3:12, 4:2, 4:4, 4:12, 4:16, 4:20, 9:1, 10:7, 13:2, 15:3, 15:13, 15:15, 19:1 to 20:6, 20:9, 21:2, 21:3, 21:6, 21:8 to 21:13, 22:1, 22:2, 22:4, 22:6 to 22:10, 22:12, 22:14 to 22:16, 23:2, 25:3, 25:9, 25:11, 25:12, 26:2, 26:3, 26:6, 26:7, 26:9 to 26:12, 35:1, 50:8, 57:13, 64:1, 67:15, 67:29, 67:53, 67:54, 67:56, 74:3, 75:5,

AGE DISCRIMINATION—Cont'd

75:10, 75:17, 76:2, 117:2, 118:5, 118:11
 Employers, 1:5, 3:12, 4:2, 4:4, 4:12, 4:16, 10:7, 13:2, 15:13, 20:1 to 20:3, 20:5, 20:7, 20:8, 21:1, 21:11, 21:12, 22:1, 22:4, 22:6 to 22:8, 22:10, 23:2, 23:3, 25:1, 25:9, 25:11, 26:1, 26:3, 35:1, 50:8, 57:13, 64:1, 66:9, 67:15, 67:29, 67:53, 67:56, 74:3, 75:10, 75:17, 76:2, 117:2, 118:5
 Equal Employment Opportunity Commission, 3:11, 3:12, 10:7, 19:1, 20:1, 21:3, 21:9, 22:14, 22:15, 26:3, 26:6 to 26:10, 26:12, 35:1, 117:1, 118:5
 Facial discrimination, 22:4
 Federal employers, 1:5, 20:2, 22:10
 Federal law, 4:16, 10:7, 15:3, 15:15, 21:6, 22:2, 22:6 to 22:8, 26:1, 26:12, 67:15, 67:53, 67:54, 76:2
 Firefighters, 3:12, 4:16, 15:13, 19:1, 20:1, 20:5, 21:2, 22:2, 22:9, 22:12
 Foreign employers, 20:3
 Fringe benefits, 3:11, 10:7, 15:13, 20:5, 21:8, 21:9, 22:6, 23:2, 23:3, 25:8, 25:9, 26:3, 26:7, 35:1, 67:56, 117:1, 117:2
 Front pay, 4:12, 10:7, 21:1, 21:7 to 21:9, 23:3, 25:9, 26:4, 26:12, 64:1, 67:15, 75:17, 118:11
 General discussion, 3:11
 Generally, 4:2, 4:4, 4:12, 4:13, 4:16, 4:20
 Good cause, 19:2, 22:2, 22:4, 22:8, 22:11, 22:13, 22:15, 23:4, 26:4, 26:5, 74:3, 75:10
 Government employers, 20:1
 Harassment, 3:11, 3:12, 4:2, 4:4, 4:12, 4:13, 4:16, 9:1, 10:7, 15:13, 15:15, 21:3, 21:8, 21:9, 22:2, 22:4, 22:6 to 22:8, 22:10, 26:6, 26:7, 35:1, 64:1, 67:15, 75:10, 76:2, 118:11
 Hostile environment, 3:11, 3:12, 4:2, 4:4, 4:12, 15:13, 20:6, 22:2, 22:4, 22:6, 76:2
 Inferential proof, 15:13

INDEX

AGE DISCRIMINATION—Cont'd

Jurisdiction, 4:16, 9:1, 15:3, 19:1, 20:1, 21:1 to 21:4, 21:9, 21:10, 21:12, 22:15, 26:3 to 26:5, 26:7, 26:10, 50:8, 67:53, 67:54, 76:2, 117:1, 117:2, 120:4

Jury trials, 4:12, 21:1

Knowing and voluntary, 4:16, 4:20, 22:14, 26:12

Law enforcement officers, 3:11, 10:7, 19:1, 20:1, 20:5

Liquidated damages, 4:4, 15:13, 20:1, 21:1, 21:7 to 21:9, 23:3, 25:8, 26:3, 26:12, 64:1, 66:5, 75:5, 75:17, 76:2

Local government employers, 20:1

Membership, 4:4, 4:12, 4:16, 15:13, 20:8, 67:15, 67:53

Narrow defense, 22:12

Notice, 3:11, 3:12, 4:2, 4:4, 4:12, 4:16, 4:20, 10:7, 19:1 to 20:2, 21:2, 21:3, 21:5, 21:10, 21:11, 22:6, 22:7, 22:14, 22:15, 23:2, 26:1, 26:5, 26:8, 35:1, 50:8, 57:13, 64:1, 67:53, 67:54, 75:5, 75:10, 76:2, 117:1, 118:11

Notices, 3:11, 21:2, 21:10

Officials, 3:12, 4:2, 4:4, 4:12, 10:7, 13:2, 15:3, 15:13, 20:1, 20:2, 22:6 to 22:8, 22:10, 26:12, 75:10

Overseas employees, 20:3

Parties, 3:11, 3:12, 4:4, 4:12, 4:13, 4:16, 4:20, 10:7, 19:1 to 20:1, 21:1, 21:3, 21:4, 21:6, 21:9, 21:12, 22:6, 22:14, 22:15, 23:4, 25:12, 26:3, 26:5, 26:10 to 26:12, 35:1, 67:15, 67:29, 67:53, 67:54, 74:3, 75:5, 75:10, 75:17, 76:2, 117:1, 117:2, 118:5, 118:11, 120:4

Pendent jurisdiction, 21:1, 26:3, 26:4

Pensions, 21:9, 67:15, 67:56

Pleading, 9:1, 19:1, 21:6, 21:9, 26:4, 67:53, 67:54, 117:1

Pretext, 3:12, 4:2, 4:4, 4:12, 9:1, 10:7, 21:3, 21:6, 21:11 to 21:13, 22:2, 22:4 to 22:10, 22:15, 35:1, 57:13, 67:15, 67:56, 75:10, 76:2, 118:5

AGE DISCRIMINATION—Cont'd

Prima facie case, 1:5, 3:11, 3:12, 4:2, 4:4, 4:12, 4:20, 19:1, 20:1, 20:5, 21:6, 21:11 to 21:13, 22:2, 22:4, 22:6 to 22:10, 35:1, 57:13, 64:1, 67:15, 76:2, 118:5

Promotion discrimination, 4:4

Qualifications, 3:11, 3:12, 4:2, 4:4, 4:12, 15:13, 21:9, 22:6 to 22:8, 22:15, 35:1

Rebuttal, 4:2, 4:4, 4:12, 21:9, 22:6 to 22:9, 118:5

Reduction in force, 4:12, 22:4, 22:6 to 22:8, 26:1, 50:8, 118:11

Reinstatement, 4:2, 4:4, 4:16, 9:1, 19:1, 21:7, 21:9, 22:4, 22:6, 22:7, 22:10, 23:2 to 23:4, 26:3, 26:5, 26:12, 57:13, 64:1, 67:15, 75:10, 75:17, 76:2

Remedies, 3:11, 3:12, 4:4, 4:20, 9:1, 10:7, 13:2, 15:13, 15:15, 19:1, 20:2, 21:2 to 21:4, 21:7, 21:9, 22:1, 22:2, 22:6, 22:7, 23:3, 26:5, 50:8, 66:5, 66:9, 67:53, 76:2

Retaliation, 1:5, 3:12, 4:2, 4:4, 4:12, 4:16, 9:1, 10:7, 15:13, 15:15, 19:1, 20:2, 21:2, 21:3, 21:5, 21:6, 21:8, 21:9, 21:11, 22:2, 22:3, 22:6 to 22:8, 22:10, 26:2, 26:6, 35:1, 57:13, 64:1, 67:15, 67:53, 74:3, 75:10, 76:2, 118:5, 118:11

Sick leave, 3:11, 15:13, 22:6, 26:3, 35:1, 67:15, 75:5

State remedies, 10:7, 23:3

Tax, 3:12, 4:2, 4:4, 4:12, 10:7, 15:13, 20:1, 21:8, 21:9, 21:11, 22:12, 25:9, 26:8, 67:15, 67:53, 67:54, 67:56, 74:3, 76:2, 117:2, 118:5

Tenure, 3:12, 4:2, 4:4, 15:13, 20:1, 21:6, 22:6 to 22:8, 22:10, 57:13, 74:3, 75:10

Termination of employment, 21:2, 21:6, 21:12, 22:7, 26:12, 67:15, 67:53, 74:3, 75:10, 76:2

Waivers, 22:7, 22:14, 26:1

Willfulness, 21:8, 22:4, 117:1

**AGE DISCRIMINATION IN
EMPLOYMENT ACT**

Alternative dispute resolution, 4:16, 117:1
 Arbitration agreements, 22:15
 Attorneys, 3:12, 10:7, 20:2, 21:1, 21:7, 21:9, 21:10, 21:12, 21:15, 22:7, 22:14, 22:15, 25:11, 25:12, 26:4 to 26:12, 117:1, 117:2
 Bonuses, 21:9, 22:6, 25:9, 75:5
 Business judgment, 21:6, 22:7 to 22:9, 23:3
 Class actions, 3:11, 21:2, 21:3
 Complaints, 4:16, 10:7, 15:13, 21:3, 21:6, 22:2, 22:4, 22:6, 22:8, 22:10, 22:13, 26:6, 26:7, 26:9 to 26:11, 75:17, 117:1
 Conciliation, 4:16, 19:1, 21:2 to 21:4, 22:8
 Conference, 19:1 to 21:2, 21:6, 21:14, 22:4, 117:2
 Constitutionality, 10:7
 Continuing violations, 21:3
 Counsel, 3:11, 3:12, 4:16, 10:7, 19:2, 20:1, 21:3, 21:9, 21:11, 21:12, 22:4, 22:6, 22:14, 23:1, 23:2, 23:4, 24:1, 25:1, 25:4, 26:3 to 26:10, 26:12, 117:1, 117:2, 118:5
 Counseling, 10:7, 20:2, 21:10, 22:6 to 22:8
 Date, 3:12, 19:1, 21:1, 21:3, 21:5, 21:9 to 21:11, 22:2, 22:4, 22:6, 22:8 to 22:10, 22:14, 23:2, 26:1 to 26:3, 26:5 to 26:12, 50:8, 75:17, 118:5
 Defenses, 3:11, 19:1, 21:2, 22:4, 22:11, 23:2, 26:4, 117:1
 Disclosures, 3:12, 21:11
 Elected officials, 3:12
 Equal Employment Opportunity Commission, 3:11, 3:12, 10:7, 19:1, 20:1, 21:3, 21:9, 22:14, 22:15, 26:3, 26:6 to 26:10, 26:12, 117:1, 118:5
 Estoppel, 21:1, 21:3, 22:1, 22:11, 22:15, 23:3, 26:3, 75:17
 Evidence, 1:5, 3:11, 3:12, 4:16, 10:7, 15:13, 19:1 to 20:1, 20:3, 20:5,

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

21:1 to 21:3, 21:6, 21:8, 21:9, 21:11 to 21:14, 22:2 to 22:10, 22:12, 22:14, 25:9, 25:12, 26:5, 26:10, 26:12, 74:3, 75:17, 117:1, 117:2, 118:5
 Exhaustion of administrative remedies, 21:4
 Firefighters, 3:12, 4:16, 15:13, 19:1, 20:1, 20:5, 21:2, 22:2, 22:9, 22:12
 Fringe benefits, 3:11, 10:7, 15:13, 20:5, 21:8, 21:9, 22:6, 23:2, 23:3, 25:8, 25:9, 26:3, 26:7, 117:1, 117:2
 General discussion, 3:11
 Intent, 3:12, 4:16, 10:7, 15:13, 15:15, 21:3, 21:8, 21:10, 21:12, 22:4 to 22:8, 22:10, 22:16, 50:8, 74:3
 Intervention, 21:2, 22:7
 Investigations, 3:12, 10:7, 15:13, 22:6, 26:6
 Jurisdiction, 4:16, 15:3, 19:1, 20:1, 21:1 to 21:4, 21:9, 21:10, 21:12, 22:15, 26:3 to 26:5, 26:7, 26:10, 50:8, 117:1, 117:2
 Labor organizations, 20:4, 21:8
 Laches, 21:5
 Law enforcement officers, 3:11, 10:7, 19:1, 20:1, 20:5
 Notice, 3:11, 3:12, 4:16, 10:7, 19:1 to 20:2, 21:2, 21:3, 21:5, 21:10, 21:11, 22:6, 22:7, 22:14, 22:15, 23:2, 26:1, 26:5, 26:8, 50:8, 75:5, 117:1
 Older Workers Benefit Protection Act, 22:14, 26:11, 26:12
 Parties, 3:11, 3:12, 4:16, 10:7, 19:1 to 20:1, 21:1, 21:3, 21:4, 21:6, 21:9, 21:12, 22:6, 22:14, 22:15, 23:4, 25:12, 26:3, 26:5, 26:10 to 26:12, 74:3, 75:5, 75:17, 117:1, 117:2, 118:5
 Premature charges, 21:3
 Pretext, 3:12, 10:7, 21:3, 21:6, 21:11 to 21:13, 22:2, 22:4 to 22:10, 22:15, 118:5
 Private employers, 13:2, 20:1, 20:2, 22:10, 74:3

INDEX

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

Profit-sharing, 20:5, 23:2, 25:9
Public employers, 13:2, 15:13, 20:2
Reports, 3:12, 4:16, 22:7, 24:1, 26:6 to 26:9
Retaliation, 1:5, 3:12, 4:16, 10:7, 15:13, 15:15, 19:1, 20:2, 21:2, 21:3, 21:5, 21:6, 21:8, 21:9, 21:11, 22:2, 22:3, 22:6 to 22:8, 22:10, 26:2, 26:6, 74:3, 118:5
Seniority systems, 13:2, 20:5, 21:3, 23:2
Service, 3:12, 4:16, 10:7, 15:13, 15:15, 19:1, 20:2, 20:5 to 20:7, 21:2 to 21:4, 21:9, 21:10, 22:4, 22:6 to 22:10, 22:12, 22:15, 25:2, 25:7 to 25:9, 26:5 to 26:10, 50:8, 117:1, 117:2, 118:5
Statistical evidence, 15:13, 21:11, 22:2, 22:6 to 22:9
Subpoenas, 118:5
Terms, 3:11, 4:16, 15:15, 20:1, 20:2, 20:5, 20:6, 21:9, 21:11, 22:4, 22:6 to 22:8, 22:10, 22:14, 22:15, 25:8, 25:11, 25:12, 26:1, 26:5, 26:10 to 26:12, 74:3, 75:5, 117:1
Tolling, 3:11, 21:2 to 21:4, 21:10, 23:2
Training, 10:7, 15:13, 20:1, 21:3, 21:8, 22:4, 22:6 to 22:8, 22:10, 22:12, 26:6, 50:8
Venue, 19:1, 19:2, 21:10, 26:3, 26:4
Willfulness, 21:8, 22:4, 117:1

AGENCIES

Labor relations, 2:1, 9:1, 22:15, 57:3, 67:4, 67:23, 67:60

AGENTS

Termination of employment, 26:12, 67:15, 75:10, 76:1, 76:2

AGGREGATION

Statistics, 3:9, 4:12

AGRICULTURAL EMPLOYEES

Activities of employees, 76:2
Applications, 76:2
Complaints, 76:2

AGRICULTURAL EMPLOYEES —Cont'd

Evidence, 76:2
Farm, 76:2
Freedom of Information Act, 76:2
Intervention, 76:2
Market, 76:2
Notice, 76:2
Penalties, 76:2
Pleadings, 76:2
Poultry, 76:2
Production, 76:2
Retaliation, 76:2
Storage, 76:2
Witnesses, 76:2

AIDS

Alcohol, 15:8, 34:2, 67:8, 76:10
Amendment, 15:8, 15:13, 67:8, 67:60
Americans with Disabilities Act, 34:2, 67:8, 67:60, 121:1
Analysis, 15:8, 22:10, 34:2, 67:8, 67:14, 67:60, 76:10, 121:1
Answers, 15:8, 67:8
Appeals, 15:8, 15:13, 22:10, 34:2, 67:8, 121:1
Applications, 15:8, 67:60
Appraisal, 67:8
Arbitration, 15:8, 67:8, 67:60
Arrangements, 67:8
Assessment, 15:13, 22:10, 34:2, 67:8, 121:1
Assignments, 15:8, 15:13, 22:10, 34:2, 67:8
Assistance, 15:8, 34:2, 67:8, 67:60, 76:10, 83:5
At-will employment, 15:8, 15:13
Attendance, 34:2, 67:8
Attorneys, 15:8
Availability, 15:8, 15:13, 67:8, 83:10
Awards, 67:60, 121:1
Ban, 15:8, 67:8, 67:60
Banks, 67:8
Bargaining, 15:8, 15:13, 34:2, 67:8, 67:60, 76:10, 83:10
Behavior, 15:8, 15:13, 34:2, 67:8
Benefits, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 67:14, 67:60, 76:10,

EMPLOYMENT LAW CHECKLISTS AND FORMS

AIDS—Cont'd

83:5, 83:10, 121:1
 Bias, 15:8, 67:8
 Bill of rights, 15:8
 Breaks, 34:2, 67:8
 Building, 15:8, 22:10, 67:8
 Business, 15:8, 15:13, 34:2, 67:8, 76:10
 Care, 15:8, 15:13, 22:10, 34:2, 67:8, 67:14, 67:60, 83:5, 83:10, 121:1
 Career, 15:8, 15:13, 22:10, 67:8
 Carpal tunnel syndrome, 34:2
 Carrying out, 67:8
 Centers, 67:8
 Certificates, 67:8
 Certification, 34:2, 67:8
 Change, 15:8, 22:10, 34:2, 67:8, 67:60, 83:5
 Characteristics, 34:2, 67:8
 Checking, 67:8
 Checklists, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 67:14, 67:60, 76:10, 83:5, 83:10, 121:1
 Chrysler, 34:2, 83:5
 Citations, 15:8, 67:8
 Claims, 15:8, 15:13, 22:5, 22:10, 67:8, 67:60, 76:10, 121:1
 Classification, 15:8, 15:13, 34:2, 67:8
 Clerks, 15:13
 COBRA, 67:8
 Coinsurance, 67:8, 67:60
 Collection, 15:8, 15:13, 67:60
 Collective bargaining, 15:8, 15:13, 34:2, 67:8, 67:60, 76:10, 83:10
 Collective bargaining agreements, 15:8, 67:8
 Colleges and universities, 22:10
 Common law, 67:8
 Compensation, 15:8, 34:2, 67:8, 67:60, 76:10, 121:1
 Complaints, 15:8, 15:13, 22:10, 34:2, 67:8
 Compliance, 15:8, 22:10, 67:8, 67:60
 Components, 67:8
 Concerns, 15:8, 15:13, 34:2, 67:8
 Conditions, 15:8, 22:10, 34:2, 67:8, 67:60, 121:1

AIDS—Cont'd

Conducting, 67:8, 76:10
 Conflicts, 67:8
 Consolidated Omnibus Budget Reconciliation Act, 67:8
 Constructive discharge, 15:8, 15:13, 22:10, 83:10
 Consultants, 67:8
 Contents, 15:8, 67:8, 76:10
 Contractors, 15:8, 15:13, 34:2, 67:8
 Contributions, 67:8, 67:60
 Controller, 83:10
 Cooperation, 15:8
 Coordination, 67:8
 Corporations, 67:8, 67:14
 Corrective action, 15:8
 Costs, 15:8, 34:2, 67:8, 67:14, 67:60, 83:10, 121:1
 Counsel, 15:8, 67:60, 83:5
 Coverage, 34:2, 67:8, 67:14, 67:60, 121:1
 Creating, 15:8, 22:10, 34:2, 67:8
 Current employees, 67:8
 Data, 15:8, 34:2, 67:8
 Dealing with, 67:8, 83:10
 Death, 15:8, 67:8
 Decrease, 67:8
 Deductibles, 15:8, 67:8, 67:60
 Defamation, 15:8, 76:10
 Definitions, 34:2, 67:8
 Degrees, 15:13, 67:8, 83:5
 Denial, 15:8, 15:13, 22:10, 34:2, 67:8, 83:10
 Departments, 67:8, 67:60
 Dependents, 67:8
 Design, 67:8
 Details, 15:8, 67:8
 Discipline, 15:8, 15:13, 22:10, 67:14, 83:5
 Discomfort, 67:8
 Discrimination, 15:13, 22:5, 22:10, 34:2, 67:14, 67:60, 83:5, 83:10, 121:1
 Diseases, 67:8, 83:5, 121:1
 Disputes, 15:8, 67:8
 Dissemination, 15:8
 Diversity, 15:13, 34:2
 Documents, 15:8, 67:8, 67:60, 121:1

INDEX

AIDS—Cont'd

Domestic partners, 15:13
Drivers, 83:10
Drugs, 15:8, 34:2, 67:8, 67:60
Duration, 15:8, 34:2, 67:8, 83:5
Duties and responsibilities, 15:8, 67:8, 83:10
E-mail, 15:8, 76:10
Early retirement, 67:8
Earnings, 67:8
Eeo, 22:10
Election, 67:8
Elements, 15:8, 22:10, 34:2, 67:8, 76:10, 83:10
Eligibility, 15:8, 22:10, 67:8, 67:60
Emergency, 15:8, 34:2, 67:8, 67:60
Employee Retirement Income Security Act, 67:8, 67:14, 67:60
Employment contracts, 67:8
Encouraging, 15:8
Enforcement, 15:8, 15:13, 22:10, 34:2, 67:60, 121:1
Engineers, 67:8, 67:60
Enrollment, 67:8
Ensuring, 15:8, 67:8, 67:60
Entertainment, 34:2, 76:10, 83:10, 121:1
Equal Employment Opportunity Commission, 34:2, 121:1
Equal employment opportunity, 34:2, 121:1
Equity, 67:8
Erisa, 67:8, 67:14, 67:60
Essential functions, 34:2, 67:8, 83:10
Establishing, 15:8, 34:2, 67:8, 83:10, 121:1
Evaluation, 15:8, 15:13, 22:10, 34:2, 67:8
Evidence, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 67:60, 76:10, 83:5, 83:10, 121:1
Examination, 15:8, 15:13, 22:10, 34:2, 67:8, 76:10, 83:10
Exclusions, 67:8, 67:60
Executives, 15:8, 67:8
Exemptions, 15:13, 67:8, 67:60
Exercise, 15:8, 15:13, 67:8, 67:60
Existing employees, 76:10

AIDS—Cont'd

Expenses, 15:8, 34:2, 67:8, 67:14, 67:60
Experience, 15:13, 67:8, 121:1
Expiration, 15:8, 67:8, 67:60
Exposure, 67:8
Facilities, 15:13, 34:2, 67:8, 83:10
Factors, 15:8, 15:13, 34:2, 67:8, 67:60
Facts, 15:8, 15:13, 22:10, 67:8, 67:60, 76:10, 83:10, 121:1
Fair, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 67:14, 67:60, 76:10, 83:5, 83:10, 121:1
Fairness, 67:8
Family, 15:8, 15:13, 34:2, 67:8, 67:60, 121:1
Family and Medical Leave Act, 15:13, 34:2
Family and medical leave, 15:13, 34:2
Favors, 15:8, 15:13
Features, 67:8
Fees, 15:13, 67:8, 67:60, 121:1
Fiduciary duties, 67:8
Files, 15:8, 22:10, 67:8
Filing, 15:8, 22:10, 67:8, 121:1
Fitness, 15:8, 22:10, 67:8
Fmla, 34:2, 67:8, 83:10
Follow-up, 34:2, 67:8
Food, 67:8
Forms, 15:8, 15:13, 67:8, 67:60
Frequency, 67:8
Fringe benefits, 15:8, 15:13, 67:8
Funding, 15:13, 67:8, 67:60
Funds, 15:8, 15:13, 67:8, 67:60
Gathering, 22:10
Gifts, 67:8
Goals, 67:8, 67:60
Grievances, 15:8
Grooming, 15:8
Groups, 15:13
Guards, 15:8
Guidelines, 15:8, 67:8, 67:60, 83:5
Harassment, 15:8, 15:13, 22:10, 34:2, 76:10

EMPLOYMENT LAW CHECKLISTS AND FORMS

AIDS—Cont'd

Health, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 67:60, 76:10, 83:5, 121:1
 Health care, 15:8, 34:2, 67:8, 67:60, 121:1
 Health Insurance Portability and Accountability Act of 1996, 67:60
 Heart disease, 67:8
 HIPPA, 67:8
 Hiv/AIDS, 67:60
 HMO, 67:8, 67:60
 Holidays, 67:8
 Homes, 15:8
 Hospitals, 34:2, 67:8, 83:5
 Hours, 15:8, 22:10, 34:2, 67:8, 83:10
 Human resources, 15:13, 22:10, 34:2, 67:8
 Identification, 15:8, 34:2, 67:8, 67:60
 Illnesses, 67:8, 83:5
 Importance, 67:8
 In-house, 67:8
 Incentives, 67:8
 Incidents, 15:8, 15:13
 Income, 15:8, 67:8, 67:14, 67:60, 76:10
 Independent contractors, 15:8, 15:13
 Information, 15:8, 15:13, 34:2, 67:8, 67:60, 76:10, 83:10, 121:1
 Initiatives, 34:2, 67:8, 67:60
 Injuries, 15:8, 22:10, 67:8, 76:10, 83:5, 83:10
 Inquiry, 15:8, 15:13, 34:2, 67:8, 83:5, 83:10
 Insider trading, 67:60
 Insubordination, 15:8, 22:10
 Insurance, 15:8, 15:13, 22:10, 67:8, 67:60, 121:1
 Insurance industry, 67:8, 121:1
 Integrity, 15:8, 67:8
 Interviews, 67:8
 Investigations, 15:8, 15:13
 Investments, 67:8
 Involuntary termination, 67:8
 Irs, 67:60
 Issues, 15:13, 34:2, 67:8, 67:60, 83:10

AIDS—Cont'd

Job descriptions, 34:2, 67:8
 Job performance, 15:8, 22:10, 67:8, 83:5, 121:1
 Job posting, 34:2
 Jurisdiction, 67:8, 67:60
 Keeping, 67:8, 67:60, 83:5
 Labor relations, 67:60
 Laws, 15:8, 15:13, 67:14, 67:60, 76:10, 121:1
 Lawyers, 15:13
 Layoffs, 15:8
 Legal, 15:8, 22:10, 34:2, 67:8, 121:1
 Length of service, 67:8
 Liability, 15:8, 15:13, 67:8, 67:60, 121:1
 Life insurance, 67:8, 67:60
 Lists, 67:8, 67:60
 Making, 15:8, 34:2, 67:8, 121:1
 Management, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 67:60, 83:10, 121:1
 Managers, 15:13, 22:10, 67:8, 76:10
 Mandatory retirement, 15:8, 15:13
 Manufacturing, 15:8
 Marriage, 15:13, 67:8
 McDonnell Douglas, 22:5, 22:10, 121:1
 Meals, 67:8
 Media, 15:8, 67:8, 76:10
 Medical records, 67:8, 67:60, 121:1
 Meetings, 15:8
 Merit, 15:8, 15:13, 22:10
 Methods, 22:5, 22:10, 34:2, 67:8, 83:10
 Minimum, 15:8, 15:13, 67:8
 Minorities, 15:13
 Misconduct, 15:8, 15:13, 22:10, 34:2, 67:8
 Model, 15:8, 15:13, 67:8, 121:1
 Models, 121:1
 Modification, 15:8, 34:2, 67:8, 67:60, 83:10
 Monitoring, 15:13, 22:10, 67:8
 Motivation, 15:13, 67:8, 67:14, 121:1
 Motor vehicles, 15:13
 National Labor Relations Act, 67:60

INDEX

AIDS—Cont'd

Needs, 15:8, 67:8
Nlra, 67:60
Nlrb, 67:60
Noncompliance, 67:8
Notice, 15:8, 34:2, 67:8, 67:60
Number, 15:8, 34:2, 67:8, 67:60, 76:10
Operation, 34:2, 67:8, 83:10
Options, 15:8, 34:2, 67:8
Organizations, 67:14, 67:60
Outline, 67:8
Overtime, 15:8, 34:2
Overtime pay, 15:8
Overview, 34:2, 121:1
Paid, 15:8, 15:13, 22:10, 34:2, 67:8, 67:60, 121:1
Parental leave, 15:13
Parking, 15:8, 22:10, 76:10
Part-time, 15:8, 34:2, 67:8
Participation, 15:8, 15:13, 22:10, 67:8, 121:1
Parties, 15:8, 34:2, 67:8, 67:60, 83:5, 83:10
Partnerships, 67:14
Pay, 15:8, 15:13, 22:10, 67:8, 67:60, 83:5, 121:1
Payment, 67:8
Peer review, 15:8, 67:8
Penalties, 15:8, 67:8, 67:60
Performance, 15:8, 15:13, 22:10, 34:2, 67:8, 83:5, 83:10, 121:1
Personal appearance, 15:8
Personal relationships, 15:8
Picketing, 67:14
Place, 15:8, 15:13, 34:2, 67:8, 67:60, 76:10, 83:10, 121:1
Plans, 67:8, 67:60
Points, 15:8, 67:8
Policies, 15:8, 22:10, 34:2, 67:8, 67:60
Posting, 34:2
Power, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 121:1
Practices, 15:8, 15:13, 22:10, 34:2, 67:8
Preparation, 15:8, 67:8
Presentation, 22:10, 67:8

AIDS—Cont'd

Prevention, 15:8
Privacy policy, 15:8
Proceedings, 15:8, 15:13, 22:10
Productivity, 15:8, 67:8
Programs, 15:13, 67:8, 121:1
Promoting, 15:13
Proof, 15:8, 15:13, 22:10, 34:2, 67:8, 121:1
Property, 15:8, 34:2, 67:8, 67:60
Protection, 15:8, 15:13, 22:10, 67:8, 67:60, 121:1
Public employers, 15:8, 15:13
Publicizing, 15:8, 76:10
Publishing, 76:10
Punishment, 15:13
Quantity, 67:8
Questionnaires, 67:8, 121:1
Questions, 15:8, 15:13, 22:5, 67:8, 67:60
Radiation, 67:8
Radio, 67:60
Rates, 67:8
Rating, 15:13, 22:10
Rationale, 15:13, 67:8
Recommendations, 34:2, 67:8, 67:60
Recordkeeping, 67:60
Records, 15:8, 15:13, 67:8, 67:60, 76:10, 121:1
Recreational activities, 67:8
Reduction, 22:10, 67:8, 67:60
Reemployment, 67:60
References, 15:8, 34:2, 76:10
Refusal, 15:8, 15:13, 22:10, 67:8, 83:10
Regular employees, 67:8
Regulation, 15:8, 67:8, 67:60
Rehabilitation, 15:8, 34:2, 67:8, 83:5, 83:10
Reimbursement, 67:8, 67:60
Religion, 15:13, 67:60, 121:1
Reporting, 15:8, 15:13, 22:10, 34:2, 67:8, 67:60, 121:1
Reports, 15:8, 34:2, 67:8
Requests, 15:8, 22:10, 34:2, 67:8, 83:10, 121:1
Rescission, 67:8, 67:60
Reservation, 67:8

EMPLOYMENT LAW CHECKLISTS AND FORMS

AIDS—Cont'd

Resignation, 15:8, 67:8, 83:10
 Resolution, 15:8, 67:8, 67:60, 76:10
 Response, 15:8, 15:13, 34:2, 67:8, 67:14, 83:10
 Responsibilities, 15:8, 15:13, 22:10, 67:8, 83:10
 Restrictions, 15:8, 34:2, 67:8, 83:10
 Retention, 15:8
 Retirement, 15:8, 15:13, 67:8, 67:14, 67:60, 83:5, 83:10
 Rights, 15:8, 15:13, 22:10, 67:8, 67:14, 67:60, 76:10, 83:10, 121:1
 Rules, 15:8, 22:5, 22:10, 34:2, 67:8, 67:60
 Safety, 15:8, 34:2, 67:8
 Salary, 15:8, 67:8, 83:10
 Sales, 67:8
 Sanctions, 15:8
 Schedules, 34:2, 83:10
 Scheduling, 22:10, 34:2, 67:8
 Schools, 15:8, 15:13, 22:10, 34:2
 Screening, 121:1
 Searches, 15:8, 15:13
 Secondary sources, 67:8
 Selection, 15:8, 67:8, 83:10
 Self-insured plans, 67:8
 Seniority, 15:8, 15:13, 34:2
 Services, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 67:14, 67:60, 76:10, 121:1
 Setting, 15:8, 15:13, 34:2, 67:8, 83:10
 Severance, 15:8, 22:10, 67:8, 67:60
 Sex discrimination, 15:13, 22:10
 Sexual harassment, 15:8, 15:13, 22:10, 34:2, 76:10
 Sharing, 67:8, 67:60
 Short, 15:8, 34:2, 67:8, 83:5
 Short-term disability benefits, 67:8
 Significance, 67:8
 Skills, 15:8, 34:2, 67:8, 83:10
 Sleeping, 34:2
 Smoking, 34:2, 67:8, 76:10, 121:1
 Social, 15:8, 15:13, 34:2, 67:8, 67:60, 76:10

AIDS—Cont'd

Social Security, 15:8, 34:2, 67:8, 67:60, 76:10
 Solicitation, 34:2
 Specialists, 67:8
 Spouses, 15:13, 67:8, 121:1
 Standards, 15:8, 15:13, 22:10, 67:8, 67:60, 83:10, 121:1
 State, 15:8, 15:13, 22:10, 34:2, 67:8, 67:60, 76:10, 83:5, 83:10, 121:1
 Statements, 15:8, 15:13, 22:10, 34:2, 67:8, 67:60, 76:10
 Statistics, 34:2, 67:8
 Statutes, 15:8, 15:13, 67:60, 121:1
 Stores, 34:2, 67:8, 67:60, 76:10, 121:1
 Strategies, 34:2
 Stress, 34:2, 67:8, 76:10, 83:10
 Studies, 67:8
 Substance abuse, 67:8, 83:5
 Supervisors, 15:8, 15:13, 22:10, 121:1
 Support, 15:8, 15:13, 22:5, 22:10, 34:2, 67:8, 67:60, 76:10, 83:10, 121:1
 Surveillance, 67:8, 76:10
 Systems, 15:8, 34:2, 67:8, 83:5
 Table of contents, 67:8
 Task force, 15:8, 67:60
 Technicians, 67:8
 Television, 15:8, 22:10, 67:8, 67:60, 83:5
 Termination, 15:8, 15:13, 22:10, 34:2, 67:8, 67:14, 67:60, 76:10, 83:5, 83:10, 121:1
 Termination of employment, 67:8
 Theft, 15:13, 67:60
 Time, 15:8, 15:13, 22:10, 34:2, 67:8, 67:60, 83:10, 121:1
 Time off, 34:2
 Tobacco, 67:8, 83:5
 Training, 15:8, 15:13, 22:10, 34:2, 67:8, 83:10
 Transportation, 15:8, 34:2, 67:8
 Turnover, 15:13
 Types, 34:2, 67:8
 Unauthorized, 15:8, 34:2
 Unemployment, 34:2, 67:8
 Unions, 15:13, 67:8, 121:1

INDEX

AIDS—Cont'd

Use, 15:8, 15:13, 22:10, 34:2, 67:8,
67:14, 67:60, 76:10, 83:5,
83:10, 121:1
Vacations, 67:60
Vendors, 67:8
Verification, 34:2, 67:8
Veterans, 15:8, 34:2, 67:60, 83:5
Videos, 67:8
Violations, 15:8, 67:8, 121:1
Voluntary, 15:8, 67:8, 67:60, 121:1
Wages, 15:13, 67:8, 67:60
Wellness programs, 121:1
Withdrawal, 22:10, 67:8, 67:60
Women, 15:13, 22:10, 67:60
Working conditions, 15:8
Workweek, 67:8
Wrongful discharge, 76:10

AIRCRAFT

Aliens, 2:1

ALABAMA

Administrative procedures, 67:50
Age discrimination, 4:16, 4:20, 15:3,
57:13, 67:15, 67:53, 67:54, 76:2
Assignments, 4:3, 4:8, 6:1, 6:3 to
6:5, 14:3, 15:8 to 67:8, 67:34,
67:40, 67:53
At-will employment, 15:8, 75:7, 76:2
Blacklisting, 8:1, 15:9
Certificates, 67:8
Compensation, 4:3, 4:5, 6:4, 8:1,
10:4, 14:3, 15:8, 15:9, 15:14,
29:14, 30:11, 55:1, 57:2, 67:8,
67:34, 67:37, 67:40, 67:41,
67:45, 67:49, 67:50, 67:53,
67:54, 75:7, 75:15, 76:2, 83:3
Conditions, 4:3, 4:5, 4:16, 6:1, 6:3 to
6:5, 8:1, 10:4, 14:3, 15:8, 15:9,
55:1, 57:2, 57:7, 57:13, 67:8,
67:15, 67:40, 67:41, 67:45,
67:50, 67:53, 76:2, 83:11
Constitutionality, 14:3
Court proceedings, 15:9, 76:2
Employment practices, 4:5, 4:8, 6:1,
8:1, 10:4, 15:8, 15:9
Exemptions, 67:8, 67:27, 67:40,
75:7, 76:2

ALABAMA—Cont'd

Garnishment, 67:34, 67:40, 67:50,
67:53, 76:2
Holidays, 67:8
Jury duty, 76:2
Life insurance, 4:3, 6:3, 57:2, 67:8,
67:34, 67:37, 67:40, 67:41,
67:45, 67:49, 67:50, 67:53,
67:54, 67:61
Medical benefits, 67:8, 67:15, 67:37,
67:53
Notices, 6:4, 6:5, 67:8, 67:37, 67:41
Overtime pay, 4:3, 6:1, 15:8, 15:9,
55:1, 76:2
Payment of compensation, 75:15
Permits, 4:20, 6:1, 6:3, 6:4, 15:9,
55:1, 57:7, 57:13, 67:8, 67:15,
67:34, 67:40, 67:45, 67:53, 76:2
Remedies, 4:20, 6:3, 6:5, 8:1, 10:2,
10:4, 15:8, 29:11, 55:1, 67:34,
67:37, 67:40, 67:41, 67:45,
67:49, 67:50, 67:53, 67:61,
75:7, 76:2, 81:1, 83:11
Restitution, 67:34, 67:37, 67:40,
67:50, 67:53
Sanctions, 4:5, 6:3, 6:5, 15:8, 15:9,
67:50, 75:7
State statutes, 4:20, 15:3, 67:41,
67:53
Unemployment compensation, 8:1,
10:4, 55:1, 67:53, 76:2
Vacations, 67:45

ALASKA

Age Discrimination in Employment
Act, 74:3, 118:5
Age discrimination, 74:3, 75:10,
76:2, 118:5
Assignments, 6:3, 67:8, 67:23, 76:4,
76:8
At-will employment, 16:1, 73:1,
73:2, 73:7, 75:6, 75:10, 75:12,
75:14, 76:1, 76:2
Board, 6:3, 14:2, 16:1, 67:8, 67:16,
67:23, 67:37, 74:3, 75:10,
75:14, 76:1, 76:2, 76:4, 81:1,
118:5
Certificates, 67:8
Compensation, 67:8, 67:23, 67:37,
73:1 to 74:3, 75:6, 75:8, 75:10,

EMPLOYMENT LAW CHECKLISTS AND FORMS

ALASKA—Cont'd

75:12, 75:15, 76:1, 76:2, 76:4, 76:8
Complaints, 6:3, 67:8, 67:23, 67:37, 76:2, 76:4, 76:8
Conditions of employment, 6:3, 67:23, 75:12, 76:1
Costs, 6:3, 67:4, 67:8, 67:16, 67:23, 67:37, 73:7, 75:6, 75:15, 76:1, 76:2, 118:5
Court proceedings, 76:2
Creditors, 67:23, 67:37
Credits, 67:23, 67:37
Default, 67:8, 67:23, 67:37
Disclosures, 67:23
Employment practices, 73:2, 75:12, 76:1
Enforcement, 6:3, 16:1, 67:4, 67:16, 67:23, 67:37, 73:2, 74:3, 75:6, 75:15, 76:1, 76:2, 76:4, 81:1, 118:5
Equipment, 6:3, 67:8, 67:16, 67:23, 76:2, 76:4
Exemptions, 14:2, 67:8, 76:2
Federal contractors, 81:1
Garnishment, 76:2
Harassment, 6:3, 16:1, 73:2, 75:10, 75:14, 76:1, 76:2, 76:4, 76:8
Hiring practices, 118:5
Holidays, 67:8
Injunction, 67:8, 67:37, 75:6
Investigations, 6:3, 67:16
Jury duty, 76:2
Life insurance, 6:3, 67:4, 67:8, 67:23, 67:37
Losses, 67:8, 67:23, 67:37, 76:2
Marital status, 6:3, 67:8
Medical benefits, 67:8, 67:23, 67:37
Notice, 6:3, 14:2, 67:8, 67:16, 67:23, 67:37, 73:7, 75:8, 75:10, 75:12, 75:15, 76:2, 76:8
Overtime pay, 76:2
Payment of compensation, 75:15
Permits, 6:3, 57:6, 67:8, 67:23, 74:3, 75:6, 75:10, 75:12, 76:2
Private rights, 76:2
Remedies, 6:3, 67:37, 73:1, 73:2, 75:6, 75:8, 76:1, 76:2, 76:4, 76:8, 81:1

ALASKA—Cont'd

Retirement benefits, 67:8, 67:23, 67:37
Sanctions, 6:3, 75:10, 118:5
State statutes, 75:10
Strikes, 14:2, 67:8, 76:2
Termination of employment, 67:8, 74:3, 75:10, 76:1, 76:2
Terms, 6:3, 14:2, 67:8, 67:16, 67:23, 67:37, 73:2, 74:3, 75:8, 75:10, 75:12, 75:14, 75:15, 76:2, 76:4, 76:8, 121:3
Theft, 76:2, 76:4, 76:8
Third parties, 67:4, 67:23, 67:37
Training programs, 67:8
Unemployment compensation, 75:10, 76:2

ALIENS

Aircraft, 2:1
Answers, 15:22
Appeals, 2:1, 2:4, 3:2, 14:3, 15:22, 118:2
Discovery, 3:2, 15:22
Discrimination, 2:1, 2:4, 3:2, 14:3, 15:22, 20:2, 118:2
Evidence, 2:1, 2:4, 3:2, 14:3, 15:22, 118:2
Executives, 66:1
Hearing officer, 14:3
Independent contractors, 2:1, 14:3, 15:22
Investigations, 2:1, 3:2, 15:22
Judicial review, 3:2
Managers, 2:1, 14:3
Mootness, 118:2
Notice, 2:1, 2:4, 3:2, 14:3, 15:22, 20:2, 118:2
Preemployment inquiries, 2:4
Record, 2:1, 2:4, 3:2, 14:3, 15:22, 67:10
Review, 2:1, 3:2, 14:3, 15:22
Subpoenas, 2:1, 3:2
Teachers, 2:1, 15:22, 67:10, 118:2
Unions, 14:3

ALLOWANCES

Collective bargaining agreements, 67:8

INDEX

ALTER EGOS

National Labor Relations Act, **67:5**

AMENDMENTS TO PLEADINGS

Executive Order 11246, **115:10**

Leave to amend, **3:9**

Relation back, **3:9**

AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009

Consolidated Omnibus Budget
Reconciliation Act, **67:8**

AMERICANS WITH DISABILITIES ACT

Acceptance, **3:16, 67:8, 67:15**

Accommodations, **34:1 to 35:1, 36:3,
37:1, 41:1, 67:8, 83:8, 121:1**

ADD, **35:1, 67:8**

ADHD, **34:2, 81:1**

Adverse employment action, **3:16,
15:15, 34:2, 35:1, 37:3, 37:9,
37:19, 39:2, 57:13, 64:1, 67:15,
83:8**

AIDS, **34:2, 67:8, 67:60, 121:1**

Alcoholism, **34:2, 37:1, 37:3, 37:15,
39:2 to 40:2, 45:1, 45:3**

Arthritis, **34:2, 67:8**

Attendance, **34:2, 37:1, 57:13, 64:1,
67:8, 67:15, 83:8**

Attorneys, **34:1, 45:1, 45:3, 45:4,
67:15**

Back pain, **34:2, 67:8**

Bankruptcy, **1:5, 67:8, 74:3**

Burden of proof, **3:16, 34:2, 35:1,
57:13, 67:8, 67:15, 118:5, 121:1**

Cancer, **35:1, 37:1, 67:8, 67:15,
67:60, 121:1**

Categories, **67:8, 121:1**

Cerebral palsy, **34:2**

Chronic fatigue syndrome, **37:21,
67:8**

Chronic pain, **67:8**

Collective bargaining agreements,
67:8

Compensatory damages, **3:16, 34:1,
41:1, 67:8, 67:15**

AMERICANS WITH

DISABILITIES ACT—Cont'd

Complaints, **3:16, 34:2, 35:1, 41:1,
43:1, 44:1, 45:2, 57:2, 67:8,
67:15, 83:8**

Constructive discharge, **3:16, 37:28,
57:13, 64:1, 67:15, 74:3, 83:8**

Covered entities, **34:1**

Damages, **3:16, 15:15, 34:1, 34:2,
37:20, 37:25, 41:1, 57:13, 64:1,
67:8, 67:15, 67:60, 74:3, 118:5,
121:1**

Defenses, **3:16, 15:10, 34:1, 37:1 to
37:28, 45:4, 67:8, 121:1**

Depression, **34:1, 34:2, 37:21, 57:13,
67:8**

Determination, **3:16, 34:1, 34:2,
37:11, 37:19, 64:1, 67:8, 67:15,
74:3, 83:8, 118:5**

Diabetes, **34:2, 35:1, 37:12, 67:8,
67:60, 121:1**

Direct threat, **34:2, 37:6, 37:24**

Disability, **3:16, 34:1 to 35:1, 36:2 to
36:5, 37:1, 37:3, 37:5, 37:9,
37:12 to 37:14, 37:17, 37:19,
37:23, 37:27, 37:28, 39:1 to
39:3, 41:1, 42:1, 45:1 to 45:4,
57:2, 57:8, 57:13, 67:8, 67:15,
67:60, 74:3, 81:1, 83:8, 121:1**

Disability benefits, **37:14, 57:2, 67:8,
67:15, 67:60**

Disclosures, **121:8**

Discovery, **3:16, 44:1, 67:8, 67:15,
118:5**

Discrimination, **1:5, 3:16, 15:10,
15:15, 34:1 to 35:1, 36:1, 37:1
to 37:3, 37:5, 37:7, 37:19,
37:20, 37:28, 39:3, 41:1, 42:1,
43:1, 44:1, 45:1, 45:2, 57:13,
64:1, 67:15, 67:60, 74:3, 81:1,
83:8, 90:1, 118:5, 121:1, 121:8**

Disparate impact, **3:16, 35:1, 83:8,
121:1**

Documentation, **37:16, 44:1, 45:2,
67:8, 118:5**

Drug addiction, **39:2, 67:8**

Drug testing, **34:1, 40:1, 40:2, 67:8,
90:1**

Drug-free workplaces, **90:1**

AMERICANS WITH

DISABILITIES ACT—Cont'd

Employee Retirement Income Security Act, 57:2, 67:8, 67:15, 67:60, 74:3

Employers, 1:5, 3:16, 15:10, 34:1 to 35:1, 37:10, 37:19, 57:2, 57:13, 64:1, 67:8, 67:15, 67:60, 74:3, 81:1, 90:1, 118:4, 118:5, 121:1

Employment discrimination, 1:5, 3:16, 15:15, 34:1, 35:1, 37:7, 57:13, 83:8, 90:1, 121:1

Employment relationships, 67:15

Enforcement, 15:15, 34:2, 35:1, 41:1, 67:60, 74:3, 81:1, 118:4, 118:5, 121:1

Equal Employment Opportunity Commission, 34:1 to 35:1, 36:4, 42:1, 45:1, 57:2, 118:5, 121:1

Essential job functions, 37:1

Estoppel, 3:16, 35:1, 37:3, 37:14, 67:8

Evidence, 1:5, 3:16, 34:1 to 35:1, 36:4, 37:1, 37:3, 37:20, 37:23, 37:24, 57:2, 57:8, 57:13, 64:1, 67:8, 67:15, 67:60, 74:3, 83:8, 118:5, 121:1

Exclusions, 67:8, 67:60

Failure to accommodate, 34:1 to 35:1, 37:1, 37:3, 41:1, 83:8

Failure to state a claim, 118:5

Federal contractors, 81:1, 90:1

Fibromyalgia, 67:8

Fringe benefits, 35:1, 41:1, 43:1, 45:1, 67:8

Government contractors, 90:1

Guidelines, 15:15, 44:1, 45:2, 67:8, 67:60, 90:1

Hearing loss, 67:8

Hepatitis, 121:1

HIV, 34:2, 37:19, 67:15, 67:60, 121:1

Homosexuality, 37:8

Hostile work environment, 1:5, 3:16, 35:1, 67:8, 83:8, 118:5

Human Immunodeficiency Virus, 37:19

Illegal drugs, 39:2, 90:1

Infectious diseases, 37:5

AMERICANS WITH

DISABILITIES ACT—Cont'd

Insurance, 3:16, 35:1, 37:1, 37:10, 37:14, 57:2, 67:8, 67:15, 67:60, 121:1, 121:8

Job applicants, 121:1

Job restructuring, 34:1 to 37:1

Jury instructions, 3:16, 57:13

Major life activities, 34:1 to 39:2, 57:2, 57:8, 81:1

Medical examinations, 34:1, 36:1 to 36:5

Mental Health Parity Act, 67:8

Mental illness, 67:8

Mental impairment, 34:1 to 35:1, 57:2, 57:8, 81:1

Migraine headaches, 64:1

Misconduct, 3:16, 34:1, 34:2, 67:8, 67:15, 90:1

Modified work schedules, 34:1 to 37:1

Multiple sclerosis, 34:2, 67:8, 121:1

Muscular dystrophy, 34:2

Notice, 3:16, 34:2, 35:1, 37:1, 37:3, 37:22, 37:28, 42:1, 57:2, 57:13, 64:1, 67:8, 67:60, 90:1

Obesity, 34:2, 67:8

Parties, 3:16, 34:1 to 35:1, 37:1, 37:19, 42:1, 67:8, 67:15, 67:60, 74:3, 118:4, 118:5

Physical characteristics, 34:2, 37:2

Physical impairment, 34:2, 67:8

Preemployment inquiries, 36:2

Pregnancy, 3:16, 34:2, 35:1, 67:8, 74:3

Private employers, 74:3, 90:1

Proceedings, 1:5, 34:1, 35:1, 42:1, 67:15, 83:8, 118:5

Public transportation, 57:2

Punitive damages, 3:16, 34:1, 34:2, 37:20, 41:1, 64:1, 121:1

Qualification standards, 37:5, 37:6

Reasonable accommodation, 34:1 to 35:1, 36:5, 37:1, 37:5, 37:14, 37:17, 37:21, 38:2, 41:1, 42:1, 43:1, 44:1, 45:2 to 45:4, 67:8, 83:8, 90:1, 121:1

Reassignment, 34:1 to 35:1, 37:1, 57:13, 64:1, 83:8

INDEX

AMERICANS WITH

DISABILITIES ACT—Cont'd

Record of impairment, 34:2, 45:1
Rehabilitation act, 15:15, 34:1 to 35:1, 37:25, 41:1, 42:1, 43:1, 44:1, 74:3, 81:1, 83:8, 90:1
Relationship to other laws, 121:1
Religion, 3:16, 15:10, 37:7, 67:60, 74:3, 121:1
Remedies, 15:15, 34:1, 37:28, 41:1, 42:1, 45:1, 67:60, 81:1, 90:1, 121:1
Request, 3:16, 15:10, 34:2, 35:1, 36:4, 37:1, 37:3, 45:2 to 57:2, 57:13, 64:1, 67:8, 67:15, 67:60, 83:8, 118:5, 121:1, 121:8
Retaliation, 1:5, 3:16, 15:15, 34:1, 35:1, 37:19, 37:28, 41:1, 42:1, 57:2, 57:13, 64:1, 67:15, 74:3, 83:8, 118:5, 121:1
Risk, 3:16, 34:1 to 35:1, 36:4, 67:8, 67:15, 121:1
Selection criteria, 37:5
Small employers, 67:8
Smoking, 34:2, 67:8, 67:15, 121:1
Stress, 3:16, 34:2, 37:1, 37:21, 57:2, 57:13, 67:8
Stroke, 57:2, 67:8
Substance abuse, 15:15, 57:2, 67:8, 90:1
Substantially limits, 34:1 to 39:2, 57:2, 57:8, 81:1, 83:8
Summary judgment, 1:5, 3:16, 34:1 to 35:1, 36:4, 37:1, 37:14, 57:13, 67:8, 67:15, 83:8, 118:4, 118:5, 121:1
Transportation, 34:1 to 35:1, 37:1, 37:5, 37:25, 37:28, 39:3, 40:2, 42:1, 57:2, 67:8, 81:1, 83:8, 118:5
Treatment, 3:16, 34:1 to 35:1, 37:9, 37:20, 39:2, 57:2, 57:13, 64:1, 67:8, 67:15, 67:60, 74:3, 83:8, 90:1, 121:1
Undue hardship, 34:1 to 37:1, 37:26, 41:1, 43:1, 45:4
Unions, 1:5, 67:8, 67:15, 121:1
Venue, 121:1
Wellness programs, 121:1
Working at home, 37:1

AMICUS CURIAE

Executive Order 11246, 115:17

ANIMALS

National Labor Relations Board, 76:2

ANNUITIES

Actuarial assumptions, 67:16, 67:17, 67:33
Distributions, 67:16, 67:37, 67:41
Funding, 67:7, 67:10, 67:16, 67:17, 67:21, 67:37, 67:41
Incidental benefits, 67:7
Life insurance, 67:21, 67:37, 67:41, 67:49, 67:53
Past service, 67:37

ANSWERS

Affirmative defenses, 12:2, 68:3
Aliens, 15:22
Federal employment, 4:5
Retaliation, 3:1, 3:12, 3:16, 4:4, 4:5, 4:12, 15:8, 15:22, 18:7, 21:11, 67:40, 118:11

ANTAGONISM

Front pay, 10:6

ANTICIPATION

Unions, 15:11, 67:23

ANTITRUST

Medical benefits, 67:53
National Labor Relations Act, 67:60

APPEARANCES

Executive Order 11246, 115:13

APPLICATIONS

Equal Access to Justice Act, 67:50

APPOINTMENT

Federal employment, 2:1, 4:5, 8:2
Hearing officer, 15:8, 15:11

APPRAISAL

Performance appraisal, 4:4, 6:3, 22:7, 75:10

APPRENTICES

Complaints, 3:9, 4:12
Counsel, 3:9, 4:12
Defined, 67:53
General discussion, 10:4

APPRENTICES—Cont'd

Hearings, 10:4
 Hiring, 3:9, 4:12, 76:11
 Investigations, 76:11
 Notice, 3:9, 4:12, 10:4, 67:53
 Number of apprentices, 67:53
 Rank, 4:12
 Reconsideration, 3:9
 Reinstatement, 10:4
 Review, 3:9, 4:12, 10:4, 67:53

**ARBITRARY AND CAPRICIOUS
 STANDARD**

Retirement plans, 67:45

ARBITRATION

Age Discrimination in Employment
 Act, 4:16, 21:6, 22:11, 22:14,
 22:15, 117:1
 Age discrimination claims, 22:15
 Agreements, 3:1, 3:4, 3:18, 4:5,
 4:16, 4:18, 4:20, 8:2, 15:8,
 15:11, 22:15, 33:2, 67:8, 67:17,
 67:19, 67:23, 67:39, 67:45,
 67:50, 67:53, 67:58, 75:7, 79:1
 Alternative dispute resolution, 4:16,
 4:20, 73:1, 79:5, 117:1
 Americans with Disabilities Act,
 3:16, 35:1, 37:11, 42:1, 57:2,
 67:8, 67:60
 Appeal, 3:1, 3:4, 3:7, 3:16, 3:18, 4:5,
 4:16, 4:18, 4:20, 6:3, 8:2, 14:3,
 15:5, 15:8, 15:9, 15:21, 22:15,
 29:10, 67:8, 67:17, 67:19,
 67:23, 67:35, 67:39, 67:41,
 67:45, 67:50, 67:61, 75:7,
 75:10, 76:1, 76:4, 83:1, 98:1,
 117:1, 118:2, 118:8
 Arbitration provisions, 4:20, 67:19,
 67:39, 67:60, 75:10
 Awards, 3:16, 4:4 to 10:6, 14:3,
 15:9, 67:44, 67:50, 67:57,
 67:60, 76:4, 79:1, 117:1, 118:2,
 118:8
 Backpay, 3:4, 4:4, 8:2, 117:1, 118:2
 Bias, 3:1, 3:16, 3:18, 4:4, 4:5, 4:18,
 4:20, 8:2, 15:8, 15:9, 15:11,
 29:14, 67:8, 67:45, 67:50
 Binding arbitration, 21:6, 73:1, 75:7

ARBITRATION—Cont'd

Civil rights acts, 14:3, 15:5, 15:6,
 15:8, 15:9, 15:11, 15:21, 117:1,
 118:8
 Class actions, 3:1, 3:18, 4:20, 14:3,
 67:8, 67:39
 Collateral estoppel, 4:18, 14:3,
 15:21, 22:11, 22:15, 35:1,
 67:44, 67:47, 75:10, 76:1
 Collective bargaining agreements,
 15:8, 22:15, 33:2, 67:8, 67:17,
 67:19, 67:23, 67:58, 79:1
 Consideration, 3:1, 3:16, 3:18, 4:4,
 4:5, 4:9, 4:16, 4:20, 8:2, 10:6,
 15:5, 15:8, 15:9, 15:21, 21:6,
 22:14, 22:15, 67:8, 67:17,
 67:23, 67:35, 67:39, 67:41,
 67:45, 67:53, 67:58, 67:60,
 67:61, 73:2, 75:7, 75:10, 83:1
 Contracts, 3:7, 3:15, 4:4, 4:5, 4:16,
 4:20, 15:8, 15:11, 32:1, 67:8,
 67:17, 67:23, 67:27, 67:39,
 67:41, 67:45, 67:50, 67:53,
 73:1, 73:2, 75:7, 75:10, 79:1
 Costs, 4:16, 4:20, 6:3, 8:2, 10:6,
 14:3, 15:8, 15:11, 22:14, 22:15,
 35:1, 42:1, 57:2, 67:8, 67:19,
 67:23, 67:35, 67:41, 67:45,
 67:50, 67:53, 67:60, 67:61,
 69:3, 75:7, 76:1, 117:1, 118:2,
 118:8
 Defenses, 3:16, 4:13, 4:18, 14:3,
 22:11, 29:10, 37:11, 67:8,
 67:17, 67:39, 67:41, 67:53,
 76:4, 117:1
 Discharge cases, 76:1
 Disclosure, 3:4, 4:18, 8:2, 15:6, 15:8,
 15:9, 35:1, 67:8, 67:19, 67:23,
 67:35, 67:41, 67:50, 67:53,
 67:58, 67:60, 76:1, 83:1
 Discovery, 3:1, 3:7, 3:16, 3:18, 4:4,
 4:5, 4:18, 4:20, 15:6, 15:8,
 15:9, 15:21, 21:6, 32:1, 67:8,
 67:17, 67:23, 67:41, 67:50,
 67:53, 73:2, 75:7, 76:1, 76:4,
 98:1, 117:1, 118:8
 Dismissals, 4:5, 15:11
 Double recovery, 3:16
 EEOC charges, 3:1, 4:5, 8:2, 14:3
 Evidence, 2:2, 3:1, 3:4, 3:7, 3:16,
 3:18, 4:4, 4:5, 4:9, 4:16, 4:18,

INDEX

ARBITRATION—Cont'd

4:20, 6:3, 8:2, 10:3, 10:6, 14:3,
15:5, 15:6, 15:8, 15:9, 15:11,
15:21, 21:6, 22:14, 29:10,
29:14, 35:1, 57:2, 67:8, 67:17,
67:23, 67:35, 67:39, 67:41,
67:44, 67:45, 67:50, 67:53,
67:57, 67:60, 67:61, 69:3, 73:2,
75:7, 75:10, 76:1, 76:4, 98:1,
117:1, 118:2, 118:8
Federal Arbitration Act, 3:7, 3:15,
4:20, 8:2, 22:15, 67:39, 67:61
Federal preemption, 67:53
Federal question, 3:4, 15:8, 67:53
Financial burden, 15:11, 67:8
Handbooks, 75:7, 75:10, 79:1
Hearings, 3:18, 15:5, 15:8, 15:9,
15:11, 15:21, 118:8
Judicial review, 3:4, 4:5, 4:18, 4:20,
15:8, 15:21, 22:15, 67:8, 67:17,
67:35, 67:39, 67:41, 67:45,
67:50, 67:53, 67:61, 75:7,
75:10, 79:5
Jurisdiction, 3:1, 3:4, 3:7, 3:16, 3:18,
4:16, 4:18, 14:3, 15:5, 15:21,
22:15, 29:14, 32:1, 42:1, 57:2,
67:8, 67:17, 67:19, 67:23,
67:35, 67:39, 67:41, 67:44,
67:50, 67:53, 67:57, 67:58,
67:60, 67:61, 73:2, 98:1, 117:1,
118:2, 118:8
Labor laws, 15:9, 67:53, 67:57
Liquidated damages, 4:4, 29:14, 73:1
Litigation, 3:1, 3:4, 3:8, 3:16, 3:18,
4:4, 4:5, 4:18, 4:20, 6:3, 8:2,
10:3, 14:3, 15:5, 15:8, 15:9,
15:11, 15:21, 22:15, 42:1, 67:8,
67:23, 67:27, 67:35, 67:39,
67:41, 67:44, 67:45, 67:50,
67:53, 67:60, 67:61, 69:3,
75:10, 76:1, 76:4, 79:5, 98:1,
117:1, 118:2, 118:8
Motion to compel, 3:7, 3:15, 3:18,
8:2, 21:6, 67:50, 67:61, 117:1
Notice of rights, 22:14
Process, 2:2, 3:1, 3:4, 3:7, 3:15,
3:16, 3:18, 4:4, 4:5, 4:9, 4:13,
4:15, 4:18, 4:20, 6:3, 8:2, 10:3,
10:6, 14:3, 15:5, 15:6, 15:8,
15:9, 15:11, 15:21, 22:14, 67:8,

ARBITRATION—Cont'd

67:17, 67:19, 67:23, 67:35,
67:39, 67:41, 67:45, 67:50,
67:53, 67:57, 67:61, 73:1, 75:7,
75:10, 76:1, 76:4, 79:1, 79:5,
98:1, 117:1, 118:2, 118:8
Qualification, 4:4, 4:5, 4:13, 14:3,
15:11, 22:14, 29:10, 35:1, 67:8,
67:23, 75:10
Reasonableness, 3:1, 4:5, 6:3, 8:2,
15:8 to 67:8, 67:17, 67:41,
67:45, 67:50, 67:53, 117:1,
118:2, 118:8
Rehabilitation Act, 35:1, 42:1, 83:1
Remedies, 3:1, 3:8, 4:4, 4:9, 4:18,
4:20, 6:3, 8:2, 10:3, 10:6, 15:8,
15:11, 15:21, 29:10, 42:1, 66:7,
67:17, 67:35, 67:39, 67:41,
67:45, 67:47, 67:50, 67:53,
67:57, 67:58, 67:60, 67:61,
69:3, 73:1, 73:2, 75:7, 76:1,
76:4, 83:1
Res judicata, 3:7, 4:13, 4:18, 14:3,
15:21, 22:11, 22:15, 67:44
Res judicata and collateral estoppel,
22:11, 22:15
Severability, 4:20, 67:39
Standard of review, 3:18, 67:8,
67:39, 67:45, 67:50, 67:53,
67:61, 117:1
Subject matter jurisdiction, 3:1, 3:16,
67:50, 67:53, 67:61, 118:8
Title VII, 2:2, 3:1, 3:4, 3:7, 3:8,
3:15, 3:16, 3:18, 4:4, 4:5, 4:9,
4:13, 4:15, 4:16, 4:18, 4:20,
6:3, 8:2, 10:3, 10:6, 14:3, 15:9,
15:11, 15:21, 21:6, 22:15,
29:14, 35:1, 42:1, 67:50, 67:53,
73:2, 79:5, 83:1, 117:1, 118:2,
118:8
Waiver, 3:1, 3:7, 3:15, 3:16, 3:18,
4:13, 4:16, 4:20, 14:3, 15:8,
21:6, 22:11, 22:14, 22:15,
29:10, 67:8, 67:17, 67:35,
67:41, 67:45, 67:47, 67:50,
67:53, 76:1, 98:1

ARIZONA

Age Discrimination in Employment
Act, 10:7, 74:3
Age discrimination, 10:7, 67:53,
74:3, 75:10

EMPLOYMENT LAW CHECKLISTS AND FORMS

ARIZONA—Cont'd

Agency proceedings, 3:1
Annual reports, 67:5
Apprentices, 67:53
Assignments, 4:3, 67:8, 67:40, 67:53
At-will employment, 75:10
Collective bargaining agreement, 67:5, 67:8, 67:40, 67:45, 67:53, 74:3, 75:10
Color discrimination, 5:1
Compensation, 3:1, 4:3, 6:7, 10:7, 67:5, 67:8, 67:40, 67:45, 67:50, 67:53, 74:3, 75:10
Conciliation, 3:1
Conditions of employment, 4:3, 5:1
Constitutionality, 10:7
Contempt, 5:1
Costs, 4:3, 10:7, 67:5, 67:8, 67:40, 67:45, 67:50, 67:53
Court order, 67:50, 67:53
Department of Labor, 67:5, 67:8, 67:45, 67:50, 75:10
Evidence, 3:1, 4:3, 5:1, 10:7, 67:5, 67:8, 67:40, 67:45, 67:50, 67:53, 74:3, 75:10
Exemptions, 67:8, 67:40
Garnishment, 67:40, 67:50, 67:53
Harassment, 3:1, 4:3, 5:1, 10:7, 67:50, 75:10
Holidays, 67:8
Insurance benefits, 67:8, 67:40, 67:53
Investigations, 10:7
Life insurance, 4:3, 67:5, 67:8, 67:40, 67:45, 67:50, 67:53
Medical benefits, 67:8, 67:53
National origin discrimination, 3:1, 5:1
Notice, 3:1, 4:3, 5:1, 6:7, 10:7, 67:5, 67:8, 67:40, 67:45, 67:50, 67:53, 75:10
Overtime pay, 4:3
Pregnancy discrimination, 6:7, 10:7
Privacy, 5:1, 67:8, 67:53, 74:3
Privileges of employment, 4:3
Race discrimination, 3:1, 4:3
Religious discrimination, 4:3
Remedies, 3:1, 10:7, 67:5, 67:40, 67:45, 67:50, 67:53

ARIZONA—Cont'd

Retirement benefits, 67:5, 67:8, 67:40, 67:45, 67:53
Sanctions, 67:50, 75:10
Seniority systems, 3:1
Sex discrimination, 3:1, 4:3, 6:7, 10:7
Sick leave, 4:3, 67:50
State statutes, 67:53, 75:10
Termination of employment, 67:8, 67:53, 74:3, 75:10
Terms, 3:1, 4:3, 5:1, 67:5, 67:8, 67:40, 67:45, 67:50, 67:53, 74:3, 75:10
Training programs, 67:5, 67:8, 67:53
Unemployment compensation, 67:53, 75:10
Vacations, 67:45

ARKANSAS

Age Discrimination in Employment Act, 10:7, 15:3, 15:13, 20:2, 21:3, 22:6
Age discrimination, 4:2, 10:7, 15:3, 15:13, 20:2, 21:3, 22:6, 67:53, 75:10, 76:2, 118:11
Agency proceedings, 3:1
Apprentices, 10:4, 67:53
Assignments, 3:16, 4:3, 4:8, 4:17, 6:3, 6:5, 8:2, 14:3, 15:8, 15:9, 15:13, 21:3, 22:6, 34:2, 67:8, 67:53, 76:8
At-will employment, 3:16, 15:8, 15:11, 15:13, 75:6, 75:10, 76:1, 76:2, 76:9
Blacklisting, 15:9, 76:9
Certificates, 67:8
Compensation, 3:1, 3:16, 4:3, 4:5, 4:17, 8:2, 10:4, 10:7, 14:3, 15:8, 15:9, 15:11, 15:21, 21:3, 22:6, 29:10, 34:1 to 37:1, 59:1, 67:8, 67:45, 67:50, 67:53, 75:6, 75:10, 76:1, 76:2, 76:8, 118:11
Conditions, 3:1, 3:16, 4:3, 4:5, 4:17, 6:3, 6:5, 8:2, 10:4, 10:6, 10:7, 14:3, 15:5, 15:8, 15:9, 15:11, 21:3, 22:6, 29:10, 34:1 to 55:2, 59:1, 67:8, 67:45, 67:50, 67:53, 75:6, 75:10, 76:1, 76:2, 76:8, 83:11

INDEX

ARKANSAS—Cont'd

Constitutionality, 10:7, 14:3, 15:22
Court proceedings, 15:9, 15:23, 76:2
Credits, 4:2, 67:53
Employment practices, 3:16, 4:2,
4:5, 4:8, 10:4, 15:5, 15:8, 15:9,
15:13, 22:6, 76:1
Equal pay, 3:16, 4:17, 15:3, 29:10
Exemptions, 15:13, 67:8, 76:2, 101:1
Form of payment, 6:5
Fringe benefits, 3:1, 4:3, 10:4, 10:7,
15:8, 15:13, 22:6, 67:8, 67:45
Garnishment, 67:50, 67:53, 76:2
Harassment, 3:1, 3:6, 3:16, 3:18, 4:2,
4:3, 4:5, 4:17, 6:3, 6:5, 8:2,
10:4, 10:7, 14:3, 15:5, 15:8,
15:9, 15:11, 15:13, 15:22,
15:23, 21:3, 22:6, 34:1, 34:2,
67:50, 75:10, 76:1, 76:2, 76:8,
118:11
Holidays, 67:8
Interrogatories, 3:16, 15:9, 15:22,
67:50, 118:11
Jury duty, 76:2
Life insurance, 4:3, 6:3, 59:1, 67:8,
67:45, 67:50, 67:53, 67:61
Medical benefits, 67:8, 67:53
Medical examinations, 34:1, 67:53,
83:11
Minimum wage, 76:2
National origin discrimination, 3:1,
14:3
Notice, 3:1, 3:6, 3:16, 3:18, 4:2, 4:3,
4:5, 4:17, 6:3, 6:5, 8:2, 10:4,
10:7, 14:3, 15:5, 15:8, 15:9,
15:11, 15:22, 20:2, 21:3, 22:6,
34:2, 37:1, 37:28, 55:2, 59:1,
67:8, 67:45, 67:50, 67:53,
67:61, 75:10, 76:2, 76:8, 118:11
Overtime pay, 4:3, 15:8, 15:9, 76:2
Permits, 3:1, 3:16, 3:18, 6:3, 8:2,
15:9, 15:11, 21:3, 67:8, 67:45,
67:53, 75:6, 75:10, 76:2
Pleadings, 3:1, 4:2, 10:6, 15:22,
15:23, 67:50, 67:53, 76:2
Pregnancy discrimination, 4:2, 4:5,
4:17, 10:7, 76:2
Private rights, 76:2
Privileges of employment, 4:3, 14:3

ARKANSAS—Cont'd

Race discrimination, 3:1, 3:16, 4:2,
4:3, 4:5, 6:5, 8:2, 14:3, 15:5,
15:9, 15:13, 15:22
Remedies, 3:1, 3:6, 4:17, 6:3, 6:5,
8:2, 10:4, 10:6 to 15:8, 15:11,
15:13, 15:21, 20:2, 21:3, 22:6,
29:10, 34:1, 37:28, 67:45,
67:50, 67:53, 67:61, 75:6, 76:1,
76:2, 76:8, 76:9, 83:11
Rest breaks, 37:1
Sanctions, 4:5, 6:3, 6:5, 15:8, 15:9,
67:50, 75:10, 118:11
Sex discrimination, 3:1, 4:2, 4:3, 4:5,
4:17, 6:3, 6:5, 8:2, 10:7, 15:9,
15:13, 15:22, 21:3, 29:10, 76:2
State statutes, 15:3, 67:53, 75:10
Students, 3:1, 4:2, 4:3, 4:5, 6:5, 8:2,
14:3, 15:5, 15:8, 15:9, 15:11,
15:13, 15:22, 22:6, 67:8, 76:2
Termination of employment, 59:1,
67:8, 67:53, 67:61, 75:10, 76:1,
76:2
Terms, 3:1, 4:2, 4:3, 4:5, 4:17, 6:3,
6:5, 8:2, 14:3, 15:5, 15:8, 15:9,
15:11, 15:22, 20:2, 22:6, 34:1 to
59:1, 67:8, 67:45, 67:50, 67:53,
67:61, 75:10, 76:2, 76:8, 76:9,
118:11
Unemployment compensation, 8:2,
10:4, 15:21, 67:53, 75:10, 76:2

ARRA

Consolidated Omnibus Budget
Reconciliation Act, 67:8

ASSESSMENTS

Retirement plans, 22:6, 67:34, 67:45

ASSIGNMENTS

Federal employment, 2:1, 4:3, 8:2
General discussion, 3:11

ASSISTANCE

Federal employment, 4:5, 8:2
National Labor Relations Board, 76:2

ASSISTANTS

Managers, 2:1, 4:3, 15:9, 15:11

ASSOCIATIONS

Unions, 15:11, 67:5, 67:40

AT-WILL EMPLOYMENT

Attorney, 3:16, 15:8, 15:11, 16:1, 73:2, 73:7, 75:7, 76:1, 76:2, 79:5
 Bankruptcy, 15:8, 15:13, 76:2
 Breach of contract, 15:8, 73:1, 73:2, 75:10, 75:12, 75:14, 75:17, 76:1, 76:9, 77:3, 79:3
 Confidential employee, 15:11
 Constitutional rights, 15:8, 15:11, 76:2
 Criminal investigations, 75:7
 Defined, 15:8, 15:11, 73:1, 73:2, 75:12, 76:2, 76:6
 Drug testing, 15:8, 76:2, 76:11
 Environment, 3:16, 15:13, 16:1, 73:1, 73:2, 73:7, 75:10, 76:1, 76:2, 76:11
 Ethical codes, 76:2
 Fair dealing, 15:8, 73:1, 73:2, 75:12, 75:14, 75:17, 76:1, 76:2, 76:11
 First Amendment rights, 15:11, 75:14
 Fraud, 15:8, 73:1, 73:2, 75:7, 75:10, 75:12, 76:2, 76:6, 76:11, 79:3
 Garnishment, 76:2
 Good faith, 15:8, 73:1, 73:2, 75:6, 75:10, 75:12, 75:14, 75:17, 76:1, 76:2, 76:9, 76:11
 Inadequate performance, 3:16
 Intentional infliction of emotional distress, 73:2, 76:1, 76:2
 Interference with contractual relations, 76:9
 Jury duty, 76:2
 Perjury, 76:2
 Policymaker, 15:11
 Political beliefs, 15:11
 Polygraph examination, 15:8, 76:2
 Privacy, 15:8, 15:13, 73:2, 76:1, 76:2
 Public policy exception, 73:1 to 76:2
 Sexual advances, 73:2
 Subpoena, 16:1, 76:2
 Third parties, 76:9
 Torts, 73:7, 76:1, 76:9
 Voting, 15:11, 15:13, 76:2, 76:6

ATTENDANCE

Absenteeism, 4:5, 6:1, 8:2, 34:2, 57:12, 67:15, 83:4

ATTENDANCE—Cont'd

Collective bargaining agreements, 7:2, 67:8
 Discipline, 2:1, 4:3 to 4:5, 7:1, 8:2, 14:3, 15:9, 15:21, 57:13, 64:1
 National Labor Relations Board, 67:39
 Termination of employment, 67:8, 67:15

ATTITUDE

Attitude problems, 4:5
 Discipline, 4:2, 4:4, 4:5, 4:12, 6:3, 7:1, 8:2, 10:7, 14:3, 15:5, 15:9, 15:13, 22:6 to 22:8, 76:2
 Termination of employment, 22:7, 76:2

ATTORNEY GENERAL

Labor Management Relations Act, 42:1

ATTORNEYS

Apprentices, 4:12, 67:53
 At-will employment, 15:8, 15:11, 16:1, 73:1, 76:1, 76:2
 Discovery, 3:1, 3:2, 3:12, 4:3, 4:5, 6:1, 8:1, 12:8, 15:8, 15:9, 15:22, 18:8, 21:1, 21:12, 22:7, 30:11, 67:3, 67:15, 67:23, 67:37, 67:40, 67:43, 67:50, 67:53, 68:9, 76:1 to 109:1, 117:1, 117:2, 118:8, 118:11, 118:15, 120:4
 Executive Order 11246, 109:1
 Representation by counsel, 15:8
 Work product privilege, 3:12, 67:43

AUTOMOBILES

Unions, 10:7

BACKPAY

Class actions, 3:11, 118:11
 Comparable employment, 10:4, 21:9
 Defenses, 3:11, 117:1
 Discipline, 4:4, 8:2
 Front pay, 3:4, 10:4, 21:9, 118:11
 General discussion, 3:11, 10:4
 Good faith, 3:4, 4:4, 8:2, 21:9, 117:1, 118:11
 Health insurance benefits, 21:9

INDEX

BACKPAY—Cont'd

Interest, 3:11, 4:4, 10:4, 21:9, 117:1, 118:2, 118:10, 118:11
Interim employment, 10:4
Liquidated damages, 4:4, 21:9
Prejudgment interest, 10:4, 21:9, 118:10
Reasonable diligence, 10:4, 21:9, 117:1
Title VII, 3:4, 3:11, 4:4, 8:2, 10:4, 21:9, 109:1, 117:1, 118:2, 118:10, 118:11

BAD FAITH

Labor Management Relations Act, 67:8

BANKRUPTCY

Administrative expenses, 67:5, 67:23
Arbitration, 4:18, 15:8, 22:15, 67:8, 67:17, 67:23, 67:41, 67:44, 67:50, 67:53, 67:57, 69:3, 117:1
Assumption, 15:8, 67:5, 67:8, 67:16, 67:17, 67:20, 67:23, 67:37, 67:40
At-will employment, 15:8, 15:13, 76:2
Automatic stay, 21:2, 67:57
Back pay, 4:18, 15:8, 15:13, 15:16, 49:2, 49:3, 67:37, 76:2
Balancing equities, 67:16
Collective bargaining agreements, 15:8, 22:15, 67:5, 67:8, 67:16, 67:17, 67:23
Commissions, 67:8, 67:34, 67:37, 67:53, 76:2
Fringe benefits, 15:8, 15:13, 15:16, 67:8, 117:1
Garnishment, 67:34, 67:40, 67:50, 67:53, 76:2
Good cause, 22:15, 74:3
Individual retirement accounts, 67:34, 67:57
Participation, 15:8, 15:13, 22:15, 67:5, 67:7, 67:8, 67:17, 67:20, 67:34, 67:37, 67:40, 67:41, 67:50, 67:53, 76:2, 117:1
Payroll deductions, 67:5, 67:8, 67:53
Proposal, 67:17, 67:23

BANKRUPTCY—Cont'd

Rejection, 67:23, 67:37, 67:41, 67:50, 76:2
Resources, 2:4, 4:18, 15:8, 15:13, 67:5, 67:8, 67:20, 67:23, 67:50, 67:53, 76:2, 117:1
Retiree benefits, 67:8, 67:20, 67:57
Salaries, 21:12, 67:5, 67:7, 67:17, 67:37, 67:40
Severance pay, 67:5, 67:7, 67:8
Strike, 21:2, 49:4, 50:17, 76:2
Vacation pay, 49:3, 67:53, 76:2
WARN, 15:8, 49:2 to 49:4, 50:8, 50:9, 50:17, 67:8, 67:40, 117:1
Wages, 1:5, 4:18, 15:13, 15:16, 49:3, 67:5, 67:8, 67:20, 67:23, 67:34, 67:37, 67:41, 67:44, 67:53, 67:57, 74:3, 76:2
Withdrawal liability, 67:5, 67:16, 67:17, 67:37, 67:41, 67:57

BAR

National Labor Relations Board, 22:15, 67:37, 67:39, 76:2

BEHAVIOR

Unfair labor practices, 74:3

BENEFICIARIES

Employee Retirement Income Security Act, 66:9, 67:2, 67:3, 67:5, 67:7 to 67:9, 67:13, 67:15, 67:17 to 67:23, 67:25, 67:26, 67:32 to 67:35, 67:37, 67:39, 67:40, 67:43, 67:45, 67:47, 67:50, 67:51, 67:53, 67:54, 67:60
Group insurance, 67:5, 67:8, 67:45, 67:53

BENEFIT FUND

Trustees, 67:3, 67:5, 67:8, 67:13, 67:15 to 67:17, 67:34, 67:37, 67:45, 67:53

BENEFITS

Automobile insurance, 14:3, 35:1
Computers, 4:2, 4:5, 8:2, 15:9, 22:8, 75:2
Counseling services, 67:8
General discussion, 3:11, 10:4
Personal services, 67:21, 75:15

BENEFITS—Cont'd

Publications, 15:3, 22:6, 57:12,
114:8, 116:1, 117:1
Subscriptions, 75:2
Transportation, 2:1, 4:19, 4:20, 6:5,
10:5, 15:8, 22:15, 30:2, 34:1 to
35:1, 50:8, 55:1, 56:1, 57:2,
57:5, 57:12, 61:3, 62:1, 67:3,
67:8, 67:16, 67:20, 67:23,
67:53, 67:59, 69:4, 75:2, 83:8,
83:11, 98:2, 116:1, 117:2, 118:5
Uniforms, 2:1, 15:2, 15:9, 15:13,
69:3

BEVERAGES

National Labor Relations Board, 76:2

BIAS

Labor Management Relations Act,
67:8

BILL OF RIGHTS

Union members, 4:5, 15:9

BONA FIDE EMPLOYEE BENEFIT PLANS

Seniority systems, 20:5

BONUSES

Collective bargaining agreements,
67:8

BREACH

Labor-Management Reporting and
Disclosure Act, 67:58

BREAKS

Work rules, 14:3

BRIEFS

Federal employment, 2:1

BUMPING

Collective bargaining agreements,
47:3

BUSINESS JUDGMENT

Age Discrimination in Employment
Act, 21:6, 22:7 to 22:9, 23:3

BUSINESS NECESSITY

Evidence, 3:11, 4:2, 4:7 to 4:11,
15:14, 21:12, 22:9, 34:1, 36:4,
83:11

BUSINESS NECESSITY—Cont'd

Summary judgment, 1:2, 4:2, 4:7,
4:9, 21:12, 34:1, 36:4, 63:1

BUYERS

Compensation, 22:6, 67:20

CALIFORNIA

Affirmative action plans, 4:3, 4:19,
15:14

Age Discrimination in Employment
Act, 15:3, 20:5, 20:6, 21:3,
21:8, 22:6, 22:7, 22:15, 117:1,
117:2, 118:5

Age discrimination, 4:2, 4:4, 4:12,
15:3, 20:5, 20:6, 21:3, 21:8,
22:6, 22:7, 22:15, 35:1, 67:29,
67:53, 67:54, 67:56, 75:10,
76:2, 117:1, 117:2, 118:5

Agency proceedings, 3:1

Agricultural employees, 76:2

Annual reports, 4:19, 67:5

Apprentices, 3:9, 4:12, 67:53

Assignments, 2:1, 3:16, 4:3, 4:12,
6:1, 6:3 to 6:5, 7:1, 8:2, 14:1,
14:3, 15:8, 15:9, 21:3, 22:6,
22:7, 35:1, 67:8, 67:23, 67:34,
67:40, 67:53

At-will employment, 3:16, 15:8,
73:2, 75:10, 75:12, 76:2, 76:6

Blacklisting, 15:9

Certificates, 67:8, 67:20

Citizenship discrimination, 2:1

Collective bargaining agreements,
15:8, 15:14, 22:15, 67:5, 67:8,
67:16, 67:17, 67:19, 67:23

Color discrimination, 5:1

Compensation, 2:1, 3:1, 3:9, 3:16,
4:3 to 4:5, 4:12, 4:15, 6:4, 8:2,
10:5, 14:3, 15:8, 15:9, 15:14,
20:5, 20:6, 21:3, 22:6, 22:7,
22:15, 35:1, 37:1, 67:5, 67:8,
67:20, 67:21, 67:23, 67:30,
67:32, 67:34, 67:35, 67:37 to
67:41, 67:43, 67:45, 67:46,
67:49, 67:50, 67:53, 67:54,
67:56, 67:57, 73:2, 75:10,
75:12, 76:2, 76:6, 83:3, 117:1,
117:2, 118:8, 121:4

Complaints, 3:1, 3:9, 3:14, 3:16,
3:18, 4:2, 4:4, 4:5, 4:12, 5:1,

INDEX

CALIFORNIA—Cont'd

6:1, 6:3 to 6:5, 7:1, 8:2, 10:2,
14:1, 14:3, 15:8, 15:9, 15:22,
21:3, 22:6, 35:1, 67:8, 67:23,
67:37, 67:39, 67:49, 76:2, 117:1
Conciliation, 3:1, 3:6, 3:9, 21:3, 42:1
Conditions, 2:1, 3:1, 3:9, 3:14, 3:16,
4:3, 4:5, 4:10, 4:12, 5:1, 6:1,
6:3 to 6:5, 7:1, 8:2, 14:1, 14:3,
15:8, 15:9, 20:5, 20:6, 21:3,
22:6, 22:7, 35:1, 67:5, 67:8,
67:16, 67:17, 67:20, 67:21,
67:23, 67:30, 67:32, 67:35,
67:40, 67:41, 67:45, 67:50,
67:53, 75:10, 75:12, 76:2,
83:11, 118:8, 121:4
Constitutionality, 14:3, 15:22, 67:17
Contractors, 2:1, 3:9, 6:3 to 14:3,
15:8, 15:9, 15:22, 67:5, 67:8,
67:23, 67:34, 67:37, 67:40,
67:41, 67:45, 67:46, 67:49,
67:50, 67:53, 76:2, 117:1
Court proceedings, 15:9, 35:1, 67:38,
76:2
Credits, 4:2, 67:5, 67:13, 67:21,
67:23, 67:37, 67:40, 67:41,
67:53, 83:3
Disclosures, 8:2, 67:20, 67:23,
67:32, 67:41
Dispute, 2:1, 3:1, 3:9, 3:14, 3:16,
3:18, 4:3 to 4:5, 4:12, 5:1, 6:1,
6:3 to 6:5, 7:1, 8:2, 14:1, 14:3,
15:8, 15:9, 15:22, 22:6, 22:7,
22:15, 42:1, 67:5, 67:8, 67:17,
67:19, 67:20, 67:34, 67:35,
67:37 to 67:41, 67:45, 67:46,
67:50, 67:53, 67:54, 67:57,
75:10, 76:2, 117:1, 118:8
Employment agencies, 2:3
Employment practices, 3:16, 4:2,
4:5, 4:15, 6:1, 7:1, 14:1, 15:8,
15:9, 22:6, 22:7, 73:2, 75:12,
118:8
Equal pay, 3:16, 4:4, 15:3, 29:5,
117:1, 118:5, 118:8
Equipment, 2:1, 3:18, 4:3 to 4:5, 5:1,
6:3, 6:5, 8:2, 14:3, 15:8, 15:9,
15:22, 22:6, 37:1, 67:5, 67:8,
67:16, 67:17, 67:23, 67:30,
67:45, 76:2, 117:2, 118:8

CALIFORNIA—Cont'd

Evidence, 2:1, 3:1, 3:6, 3:9, 3:10,
3:14, 3:16, 3:18, 4:2 to 4:5,
4:10, 4:12, 4:19, 5:1, 6:1, 6:3 to
6:5, 7:1, 8:2, 10:2, 10:5, 14:1,
14:3, 15:4, 15:8, 15:9, 15:14,
15:22, 20:5, 21:3, 21:8, 22:6,
22:7, 35:1, 37:1, 67:5, 67:8,
67:16, 67:17, 67:20, 67:21,
67:23, 67:32, 67:34, 67:35,
67:37, 67:39 to 67:41, 67:43,
67:45, 67:46, 67:49, 67:50,
67:53, 67:54, 67:56, 67:57,
67:61, 73:2, 75:10, 75:12, 76:2,
76:6, 83:5, 83:11, 117:1 to
118:2, 118:5, 118:8
Exemptions, 7:1, 21:8, 67:8, 67:17,
67:21, 67:40, 67:57, 76:2
Form of payment, 6:5, 67:34
Fringe benefits, 2:1, 3:1, 4:3, 14:1,
15:8, 20:5, 21:8, 22:6, 35:1,
67:8, 67:45, 67:56, 117:1, 117:2
Garnishment, 67:30, 67:34, 67:40,
67:50, 67:53, 76:2
Gratuity, 67:32
Harassment, 2:1, 3:1, 3:6, 3:9, 3:14,
3:16, 3:18, 4:2 to 4:5, 4:12, 5:1,
6:1, 6:3 to 6:5, 7:1, 8:2, 10:2,
14:1, 14:3, 15:8, 15:9, 15:22,
21:3, 21:8, 22:6, 22:7, 35:1,
67:30, 67:35, 67:50, 73:2,
75:10, 76:2, 76:6, 118:2, 118:8
Health, 2:1, 3:1, 3:9, 3:14, 3:16,
3:18, 4:2 to 4:5, 4:12, 5:1, 6:1,
6:3 to 6:5, 7:1, 8:2, 10:5, 14:3,
15:8, 15:9, 15:22, 20:5, 20:6,
21:8, 22:6, 22:7, 35:1, 37:1,
67:5, 67:8, 67:13, 67:16, 67:17,
67:19 to 67:21, 67:23, 67:29,
67:30, 67:34, 67:35, 67:37 to
67:41, 67:43, 67:45, 67:46,
67:49, 67:50, 67:53, 67:54,
67:56, 67:57, 67:61, 73:2, 74:2,
75:10, 75:12, 76:2, 83:3, 83:5,
83:11, 117:1 to 118:2, 118:8,
121:4
Hearings, 3:18, 6:5, 15:8 to 118:8
Hiring practices, 3:9, 4:12, 15:14,
117:1, 118:5
Holidays, 7:1, 67:8
Hospital employees, 7:1, 67:53

CALIFORNIA—Cont'd

Insurance premiums, 6:1, 15:4, 67:5, 67:8, 67:13, 67:20, 67:21, 67:23, 67:37, 67:39, 67:50, 67:61, 76:2

Investigations, 2:1, 4:5, 6:3, 6:4, 8:2, 15:8, 15:9, 15:22, 22:6, 67:16

Job assignments, 4:3, 14:1, 14:3

Jury duty, 76:2

Layoffs, 3:1, 4:5, 14:1, 14:3, 15:8, 15:14, 20:5, 21:3, 22:6

Life insurance, 2:1, 4:3, 6:3, 10:5, 67:5, 67:8, 67:20, 67:21, 67:23, 67:30, 67:32, 67:34, 67:35, 67:37, 67:39 to 67:41, 67:43, 67:45, 67:46, 67:49, 67:50, 67:53 to 67:55, 67:61

Mandatory retirement, 15:8, 20:5, 20:6, 21:3, 21:8, 22:6, 22:7

Marital status, 6:1, 6:3, 67:8

Meal breaks, 35:1

Medical benefits, 67:8, 67:23, 67:37, 67:39, 67:43, 67:53

Mining, 67:17

National origin discrimination, 3:1, 4:4, 5:1, 14:3

Notice, 2:1, 3:1, 3:6, 3:9, 3:14, 3:16, 3:18, 4:2 to 4:5, 4:12, 4:19, 5:1, 6:1, 6:3 to 6:5, 7:1, 8:2, 14:3, 15:8, 15:9, 15:22, 21:3, 22:6, 22:7, 22:15, 35:1, 37:1, 42:1, 67:5, 67:8, 67:16, 67:17, 67:19 to 67:21, 67:23, 67:32, 67:34, 67:35, 67:37 to 67:41, 67:45, 67:46, 67:50, 67:53, 67:54, 67:61, 74:2, 75:10, 75:12, 76:2, 117:1, 118:2, 121:4

Overtime pay, 4:3, 6:1, 15:8, 15:9, 76:2

Parental leave, 6:1

Penalties, 4:3, 4:5, 6:5, 7:1, 15:8, 15:9, 67:5, 67:8, 67:20, 67:35, 67:37, 67:40, 67:41, 67:53, 75:10, 76:2

Permits, 3:1, 3:16, 3:18, 4:19, 6:1, 6:3, 6:4, 7:1, 8:2, 15:9, 20:5, 21:3, 21:8, 67:5, 67:8, 67:19, 67:20, 67:23, 67:25, 67:34, 67:38 to 67:40, 67:45, 67:53, 75:10, 75:12, 76:2

CALIFORNIA—Cont'd

Pharmacists, 4:4, 35:1, 76:2

Physical fitness, 3:14

Pregnancy, 2:1, 3:1, 3:16, 4:2, 4:3, 4:5, 4:15, 6:1, 6:4, 10:5, 14:3, 15:8, 35:1, 67:8, 67:20, 67:29, 67:30, 76:2

Privacy, 4:4, 5:1, 6:3, 7:1, 8:2, 15:8, 15:22, 67:8, 67:53, 73:2, 76:2

Private rights, 76:2

Privileges of employment, 4:3, 14:3, 20:6, 35:1, 121:4

Race discrimination, 3:1, 3:14, 3:16, 4:2 to 4:5, 4:12, 4:19, 6:1, 6:5, 8:2, 14:1, 14:3, 15:9, 15:22

Remedies, 2:3, 3:1, 3:6, 3:14, 4:4, 6:3, 6:5, 8:2, 10:2, 10:5, 15:8, 21:3, 22:6, 22:7, 42:1, 67:5, 67:17, 67:20, 67:34, 67:35, 67:37 to 67:41, 67:45, 67:49, 67:50, 67:53, 67:57, 67:61, 73:2, 76:2, 76:6, 83:11

Rest breaks, 37:1

Retention of employees, 2:1

Sanctions, 3:9, 4:5, 4:12, 6:3, 6:5, 7:1, 15:8, 15:9, 67:39, 67:43, 67:50, 75:10, 117:1, 118:5, 118:8

Sex discrimination, 3:1, 3:9, 3:14, 4:2 to 4:5, 4:12, 6:1, 6:3 to 6:5, 8:2, 15:9, 15:22, 21:3, 76:2, 117:1

Sick leave, 3:14, 4:3, 4:5, 6:1, 6:3, 8:2, 10:5, 15:8, 22:6, 35:1, 67:50, 83:11

State statutes, 15:3, 67:41, 67:53, 75:10

Strikes, 3:16, 4:5, 7:1, 14:3, 15:9, 67:8, 67:30, 76:2

Taxes, 2:1, 15:22, 67:5, 67:8, 67:23, 67:34, 67:38, 67:40, 67:41, 67:53, 67:57

Technical assistance, 42:1

Temporary disability, 6:1

Termination of employment, 22:7, 67:8, 67:53, 67:61, 75:10, 76:2

Terms, 2:1, 3:1, 3:9, 3:14, 4:2 to 4:5, 4:12, 5:1, 6:1, 6:3 to 6:5, 7:1, 8:2, 14:1, 14:3, 15:8, 15:9, 15:14, 15:22, 20:5 to 22:7,

INDEX

CALIFORNIA—Cont'd

22:15, 35:1, 67:5, 67:8, 67:13,
67:16, 67:17, 67:20, 67:21,
67:23, 67:29, 67:30, 67:32,
67:34, 67:35, 67:37, 67:39 to
67:41, 67:43, 67:45, 67:46,
67:50, 67:53, 67:56, 67:61,
73:2, 74:2, 75:10, 75:12, 76:2,
76:6, 117:1, 118:2, 121:4

Training programs, 67:5, 67:8, 67:53

Transfers, 3:1, 4:5, 8:2, 15:4, 15:9,
22:6, 22:7, 67:16, 67:32, 67:34,
67:40, 67:45

Unemployment compensation, 4:12,
8:2, 22:15, 67:38, 67:53, 75:10,
76:2

Uniforms, 2:1, 15:9

Vacations, 67:45

CAPACITY

National Labor Relations Board,
67:37, 67:39, 67:58

CASUAL EMPLOYEES

National Labor Relations Act, 67:5
Unions, 67:5

CAUSATION

Generally, 4:1 to 4:4, 4:8, 4:9, 4:12
Rehabilitation Act, 35:1, 76:2, 83:8,
83:11

Retaliation, 3:12, 3:14, 3:16, 3:18,
4:1 to 4:4, 4:9, 4:12, 5:1, 6:3,
8:2, 10:7, 14:3, 15:9, 15:11 to
15:13, 15:16, 15:21, 15:22,
15:25, 22:7, 22:10, 29:14, 35:1,
55:2, 57:13, 64:1, 67:15, 67:40,
73:2, 76:2, 76:8, 83:8, 83:11

Section 1981, 3:12, 3:14, 3:16, 4:2,
4:12, 5:1, 10:7, 14:3, 15:22

Statistics, 3:16, 4:8, 4:9, 4:12, 14:3,
15:9, 22:7, 67:8

Title VI, 4:4

Title VII cases, 4:2, 10:7

CAUSE

Unfair labor practices, 74:3

CAUSES OF ACTION

Retirement plans, 67:34, 67:53

CERTIORARI

National Labor Relations Board,
67:37

CHARGES

Collective bargaining agreements,
15:8, 67:5, 67:8, 67:23

CHECKLISTS

Collective bargaining agreements,
7:2, 15:2, 15:8, 15:14, 22:15,
30:10, 30:13, 33:2, 47:3, 50:6,
50:10, 63:4, 67:3, 67:5, 67:8,
67:16, 67:17, 67:19, 67:23,
67:58, 71:1, 74:1, 79:1, 84:6,
111:10, 114:4

Labor-Management Reporting and
Disclosure Act, 67:58

CHILD SUPPORT

Garnishment, 67:34, 76:2

CHURCH PLANS

Annuities, 67:10
Employee Retirement Income Secu-
rity Act, 67:10
ERISA, 67:10
Internal Revenue Code, 67:10
Limitations, 67:10
Tax, 67:10

CHURCHES

Federal law, 7:1
National Labor Relations Act, 7:1,
67:60

CIRCULATION

Unions, 75:10

CIRCUMSTANTIAL EVIDENCE

Discipline, 4:2 to 4:5, 4:12, 6:3, 7:1,
8:1, 8:2, 10:7, 14:3, 15:9, 15:11,
15:13, 15:22, 22:6 to 22:8,
22:10, 57:13, 75:10

Evidence, 3:12, 3:14, 3:16, 3:18, 4:1
to 4:6, 4:12, 4:19, 6:1, 6:3, 6:8,
7:1, 8:1, 8:2, 10:4, 10:7, 14:3,
15:9, 15:11, 15:13, 15:22, 21:8,
21:12, 22:3 to 22:8, 22:10,
29:12, 57:13, 67:8, 67:15,
67:16, 67:20, 67:23, 67:41,
75:10, 76:4, 76:6, 76:10, 104:1,
118:5

CIRCUMSTANTIAL EVIDENCE
—Cont'd

Termination of employment, **21:12, 22:7, 67:8, 67:15, 75:10, 104:1**

CITATIONS

Generally, **4:3, 4:5**

CITIZENSHIP DISCRIMINATION

Citizenship, **2:1**

Evidence of discrimination, **2:1**

Hiring, **2:1**

National origin, **2:1**

CIVIL ACTIONS

Executive Order 11246, **111:3**

CIVIL PENALTIES

Worker Adjustment and Retraining Notification Act, **49:2**

CIVIL RIGHTS

National Labor Relations Board, **76:2**

Railway Labor Act, **4:20**

Unions, **1:5, 2:2, 4:8, 4:10, 4:11, 10:7, 14:3, 15:9, 15:11, 15:13, 15:14, 27:1, 67:15, 110:2, 121:1**

CIVIL RIGHTS ACT

Arbitration agreements, **4:20**

Employment agencies, **1:1, 2:3, 4:8**

Employment practices, **1:1, 1:4, 2:4, 3:11, 3:12, 3:16, 4:2, 4:5, 4:8, 4:9, 4:11, 4:15, 6:1, 7:1, 8:1, 9:1, 10:4, 12:4, 12:5, 12:7, 13:3, 14:1, 15:13, 27:1, 76:1, 83:1, 110:2, 116:1, 120:1**

CIVIL SERVICE

At-will employment, **15:8, 15:11, 75:10, 76:2**

CLAIMS

Labor-Management Reporting and Disclosure Act, **67:58**

National Labor Relations Act, **7:1, 22:1, 67:5, 67:58, 67:60, 76:1, 76:9**

CLASS ACTIONS

Administrative charge, **3:1**

Age Discrimination in Employment Act, **3:11, 21:2, 21:3**

CLASS ACTIONS—Cont'd

Age discrimination, **3:11, 4:20, 21:2, 21:3, 118:11**

Appeal, **3:1, 3:9, 3:11, 3:18, 4:20, 9:4, 14:3, 21:2, 21:3, 67:8, 67:39, 67:40, 117:3, 118:11**

Arbitration, **3:1, 3:18, 4:20, 14:3, 67:8, 67:39**

Attorneys, **3:1, 14:3, 67:40, 117:3, 118:7, 118:9, 118:11**

Burden of proof, **3:5, 3:11, 14:3, 46:1, 67:8, 117:3**

Certification, **3:11, 3:18, 9:4, 21:2, 67:8, 67:40**

Commonality, **3:11, 67:40, 75:8**

Commonality and typicality, **75:8**

Discovery, **3:1, 3:9, 3:11, 3:18, 4:20, 21:2, 21:3, 46:1, 67:8, 67:40, 118:11**

Disparate treatment, **3:1, 3:5, 3:11, 3:18, 14:3, 21:2, 21:3, 67:40**

Employee Retirement Income Security Act, **67:8, 67:39, 67:40**

Evidence, **3:1, 3:5, 3:9, 3:11, 3:18, 4:20, 14:3, 21:2, 21:3, 46:1, 67:8, 67:39, 67:40, 75:8, 117:3, 118:7, 118:9, 118:11**

General discussion, **3:11**

Hearings, **3:11, 3:18**

Hostile environment, **3:1, 3:9, 3:11, 14:3**

Intervention, **3:9, 21:2, 67:8, 67:40**

Jurisdiction, **3:1, 3:9, 3:18, 14:3, 21:2, 21:3, 46:1, 67:8, 67:39, 67:40, 75:8, 118:9**

Labor Management Relations Act, **67:8**

Membership, **3:1, 3:9, 14:3, 67:8**

Notice, **3:1, 3:9, 3:11, 3:18, 4:20, 14:3, 21:2, 21:3, 46:1, 67:8, 67:39, 67:40, 75:8, 118:11**

Notice requirements, **46:1, 67:8**

Numerosity, **3:11, 67:40**

Potential class members, **67:40**

Putative class members, **3:11, 21:2, 67:8, 67:40**

Railway Labor Act, **4:20, 67:39**

Representation, **21:2, 21:3, 67:39, 118:7, 118:9, 118:11**

INDEX

CLASS ACTIONS—Cont'd

- Requirements, 3:1, 3:9, 3:11, 3:18, 14:3, 21:2, 21:3, 46:1, 67:8, 67:39, 67:40, 75:8, 117:3, 118:11
- Res judicata, 14:3
- Review, 3:1, 3:9, 3:11, 3:18, 4:20, 14:3, 21:2, 67:8, 67:39, 67:40, 118:7, 118:9, 118:11
- Settlement, 3:1, 3:9, 3:11, 3:18, 4:20, 9:4, 14:3, 46:1, 67:8, 67:39, 67:40, 117:3, 118:11
- Standing issues, 67:40
- Structure, 3:1, 3:11, 67:40
- Title VII, 3:1, 3:5, 3:9, 3:11, 3:18, 4:20, 9:4, 14:3, 21:2 to 117:3, 118:9, 118:11
- Typicality, 3:11, 67:40, 75:8

CLOSINGS

- Conference, 48:3

COACHES

- Compensation, 4:5, 8:2, 15:9, 22:7, 57:2

COERCION

- Discrimination, 6:3, 8:2, 15:11, 20:5, 22:14, 42:1, 50:8, 76:8
- Settlements, 22:14, 67:34

COINSURANCE

- Health insurance plans, 67:8, 67:60

COLLATERAL

- Retirement plans, 67:20, 67:21, 67:40, 67:45, 67:60, 75:10

COLLATERAL ATTACK

- Consent decrees, 4:19

COLLECTIVE BARGAINING

- Acquiescence, 2:2, 6:3, 14:3, 15:22
- Agreement, 2:1, 2:2, 3:7, 3:12, 3:15, 4:5, 4:16, 4:18 to 4:20, 6:3, 6:5, 7:1, 9:1, 10:3, 14:3, 15:8 to 15:11, 15:13, 15:21, 15:22, 20:3, 20:5, 21:6, 22:7, 22:11, 22:15, 28:2, 29:6, 29:10, 30:13, 31:1, 32:1, 33:4, 34:2, 37:11, 37:18, 37:23, 44:1, 45:2, 46:1, 47:3, 50:6, 52:1, 53:1, 55:4, 57:2, 57:12, 63:1, 66:2, 66:7,

COLLECTIVE BARGAINING

—Cont'd

- 67:5, 67:8, 67:13, 67:16, 67:17, 67:19, 67:20, 67:23, 67:30, 67:37, 67:39 to 67:41, 67:43, 67:45, 67:47, 67:53, 67:57, 67:58, 67:60, 73:2, 74:3, 75:7, 75:10, 76:2, 76:5, 76:8 to 83:11, 84:3, 88:1, 89:2, 101:2, 110:2, 111:10, 112:3, 112:7
- Alter egos, 67:5, 67:17, 67:39, 67:57
- Americans with Disabilities Act, 15:10, 34:2, 37:1, 37:11, 37:18, 37:23, 44:1, 45:2, 57:2, 67:8, 67:60, 74:3
- Bankruptcy, 4:18, 15:8, 15:13, 22:15, 67:5, 67:8, 67:16, 67:17, 67:20, 67:23, 67:37, 67:40, 67:41, 67:53, 67:57, 74:3, 76:2
- Bargaining unit, 37:1, 37:18, 67:8, 67:16, 67:58, 67:60
- Disabilities, 6:1, 15:8, 15:10, 15:22, 20:5, 34:2, 37:1, 37:11, 37:18, 37:23, 44:1, 45:2, 57:2, 67:8, 67:30, 67:37, 67:45, 67:60, 74:3, 76:2, 83:10, 83:11
- Fair representation, 2:2
- Good faith, 3:12, 4:5, 4:20, 6:1, 6:3, 7:1, 14:3, 15:8, 15:9, 15:22, 22:7, 33:4, 37:1, 46:1, 67:8, 67:20, 67:23, 67:37, 67:39, 67:40, 67:43, 67:45, 67:51, 67:53, 73:2, 74:3, 75:10, 76:2, 76:9, 76:11, 83:10, 83:11
- Impasse, 67:37, 67:41
- Joint employers, 2:1, 67:5
- Negotiations, 3:12, 3:15, 4:16, 4:20, 7:1, 15:8, 15:11, 22:7, 67:5, 67:8, 67:16, 67:17, 67:23, 67:30, 67:37, 67:40, 67:45, 67:53, 75:10, 76:9
- Plant closings, 46:1, 47:3, 52:1
- Remedies, 3:12, 4:18, 4:20, 6:3, 6:5, 9:1, 10:3, 15:2, 15:8, 15:11, 15:13, 15:21, 22:7, 29:10, 30:13, 46:1, 50:6, 66:7, 67:5, 67:17, 67:20, 67:37, 67:39 to 67:41, 67:45, 67:47, 67:53, 67:57, 67:58, 67:60, 73:2, 75:7, 76:2, 76:5, 76:8 to 83:11, 110:2, 112:3

COLLECTIVE BARGAINING

—Cont'd

Scratch, 4:5, 67:5
 Waiver, 2:1, 3:7, 3:12, 3:15, 4:16,
 4:20, 7:1, 9:1, 14:3, 15:8,
 15:22, 20:5, 21:6, 22:11, 22:15,
 29:10, 46:1, 67:8, 67:16, 67:17,
 67:41, 67:45, 67:47, 67:53,
 76:2, 83:11

**COLLECTIVE BARGAINING
 AGREEMENTS**

Access, 15:8, 67:8, 67:23
 Admissions, 15:8, 15:14
 Alcohol, 15:8, 67:8
 Allowances, 67:8
 Amendment, 15:2, 15:8, 67:3, 67:5,
 67:8, 67:16, 67:17, 67:23,
 111:10
 Arbitration, 15:8, 22:15, 33:2, 67:8,
 67:17, 67:19, 67:23, 67:58, 79:1
 Authenticity, 67:8
 Awards, 67:5, 79:1
 Bargaining unit, 67:8, 67:16, 67:58
 Benefits, 15:2, 15:8, 15:14, 22:15,
 47:3, 63:4, 67:3, 67:5, 67:8,
 67:16, 67:17, 67:19, 67:23,
 67:58, 79:1
 Bonuses, 67:8
 Bumping, 47:3
 Business, 15:8, 15:14, 22:15, 30:10,
 50:10, 67:3, 67:5, 67:8, 67:16,
 67:17, 67:23
 Calculations, 67:3, 67:5, 67:8, 67:16,
 67:17, 67:23
 Changes, 15:8, 30:13, 67:3, 67:5,
 67:8, 67:16, 67:23
 Committees, 67:8
 Compensation, 15:2, 15:8, 15:14,
 22:15, 67:3, 67:5, 67:8, 67:23
 Conditions, 15:8, 50:6, 67:5, 67:8,
 67:16, 67:17, 67:23, 74:1, 79:1,
 111:10
 Confidentiality, 15:8
 Cooperation, 15:8
 Damages, 15:2, 15:8, 67:5, 67:8,
 67:17, 67:23, 79:1
 Date, 15:8, 33:2, 50:10, 67:3, 67:5,
 67:8, 67:16, 67:17, 67:19,
 67:23, 71:1

**COLLECTIVE BARGAINING
 AGREEMENTS—Cont'd**

Death, 15:8, 67:5, 67:8, 67:16, 67:23
 Description, 30:10, 67:5, 67:8, 67:23
 Determinations, 15:8, 15:14, 67:5,
 67:8, 67:17
 Discipline, 15:8
 Drugs, 15:8, 67:5, 67:8
 Duties, 7:2, 15:2, 15:8, 67:3, 67:5,
 67:8, 67:16, 67:17, 67:19,
 67:23, 67:58
 Eligibility, 15:8, 22:15, 67:5, 67:8
 Establishment, 15:8, 30:10, 30:13,
 67:5, 67:8
 Evaluation, 15:8, 67:8, 67:23
 Evidence, 15:2, 15:8, 15:14, 30:13,
 67:3, 67:5, 67:8, 67:16, 67:17,
 67:23
 Factfinding, 22:15

COLORADO

Age Discrimination in Employment
 Act, 10:7, 15:3, 22:15, 75:17,
 117:2
 Age discrimination, 4:4, 4:12, 4:20,
 10:7, 15:3, 22:15, 67:53, 75:17,
 117:2
 Appeals, 2:1, 3:7, 4:5, 4:20, 6:1, 6:4,
 6:5, 8:2, 10:7, 15:3, 67:8,
 67:35, 67:50, 73:2, 76:1, 117:2
 Assignments, 2:1, 4:12, 6:1, 6:4, 6:5,
 8:2, 15:9, 67:8, 67:53
 At-will employment, 73:2, 75:12,
 75:17, 76:1, 79:3
 Blacklisting, 15:9
 Board, 2:1, 4:4, 4:5, 4:12, 6:1, 6:4,
 6:5, 8:2, 10:7, 15:3, 15:9,
 22:15, 67:8, 67:35, 67:50,
 67:53, 74:2, 75:17, 76:1
 Certificates, 67:8
 Citizenship discrimination, 2:1
 Compensation, 2:1, 4:4, 4:5, 4:12,
 6:4, 8:2, 10:7, 15:9, 22:15,
 67:8, 67:35, 67:49, 67:50,
 67:53, 73:2, 75:12, 75:17, 76:1,
 117:2
 Conciliation, 4:20
 Conditions, 2:1, 4:5, 4:12, 6:1, 6:4,
 6:5, 8:2, 10:7, 15:9, 67:8,

INDEX

COLORADO—Cont'd

67:35, 67:50, 67:53, 75:12,
76:1, 79:3
Constitutionality, 10:7
Court proceedings, 15:9
Credits, 67:53
Disclosures, 8:2
Dispute, 2:1, 4:4, 4:5, 4:12, 4:20,
6:1, 6:4, 6:5, 8:2, 15:9, 22:15,
67:8, 67:35, 67:50, 67:53, 76:1,
79:3
Employment practices, 4:5, 6:1,
15:9, 73:2, 75:12, 76:1
Evidence, 2:1, 3:7, 3:10, 4:4, 4:5,
4:12, 4:20, 6:1, 6:4, 6:5, 8:2,
10:7, 15:9, 67:8, 67:35, 67:49,
67:50, 67:53, 73:2, 75:12,
75:17, 76:1, 79:3, 83:5, 117:2
Exemptions, 67:8
Form of payment, 6:5
Fringe benefits, 2:1, 10:7, 67:8,
117:2
Garnishment, 67:50, 67:53
Harassment, 2:1, 4:4, 4:5, 4:12, 6:1,
6:4, 6:5, 8:2, 10:7, 15:9, 67:35,
67:50, 73:2, 76:1
Health, 2:1, 4:4, 4:5, 4:12, 6:1, 6:4,
6:5, 8:2, 10:7, 15:9, 67:8,
67:35, 67:49, 67:50, 67:53,
73:2, 74:2, 75:12, 76:1, 79:3,
83:5, 117:2
Hearings, 6:5, 15:9
Hiring practices, 4:12
Holidays, 67:8
Hospital employees, 67:53
Insurance, 2:1, 6:1, 8:2, 67:8, 67:35,
67:49, 67:50, 67:53, 73:2,
75:12, 75:17, 76:1
Investigations, 2:1, 4:5, 6:4, 8:2,
10:7, 15:9
Life insurance, 2:1, 67:8, 67:35,
67:49, 67:50, 67:53, 75:17
Marital status, 6:1, 67:8
Mediation, 4:20, 117:2
Medical benefits, 67:8, 67:53
Medical expenses, 67:8, 67:53
National origin discrimination, 3:7,
4:4

COLORADO—Cont'd

Negligence, 6:4, 6:5, 10:7, 67:8,
67:50, 67:53, 73:2, 75:12, 76:1
Notice, 2:1, 4:4, 4:5, 4:12, 4:20, 6:1,
6:4, 6:5, 8:2, 10:7, 15:9, 22:15,
67:8, 67:35, 67:50, 67:53, 74:2,
75:12, 79:3
Overtime pay, 6:1, 15:9
Parental leave, 6:1
Permits, 3:7, 4:20, 6:1, 6:4, 8:2,
15:9, 67:8, 67:53, 75:12
Pregnancy discrimination, 4:5, 6:1,
10:7
Probable cause determination, 4:12
Race discrimination, 4:4, 4:5, 4:12,
6:1, 6:5, 8:2, 15:9
Remedies, 4:4, 4:20, 6:5, 8:2, 10:7,
67:35, 67:49, 67:50, 67:53,
73:2, 76:1
Rent, 6:4, 67:53
Retaliation, 2:1, 4:4, 4:5, 4:12, 6:1,
6:5, 8:2, 10:7, 15:9, 67:53,
73:2, 76:1
Retention of employees, 2:1
Sanctions, 4:5, 4:12, 6:5, 15:9, 67:50
Savings, 3:10, 4:4, 4:5, 67:8, 67:50,
67:53, 75:12
Sex discrimination, 3:7, 4:4, 4:5,
4:12, 6:1, 6:4, 6:5, 8:2, 10:7,
15:9
State statutes, 4:20, 15:3, 67:53
 Strikes, 4:5, 15:9, 67:8
Termination of employment, 67:8,
67:53, 76:1
Terms, 2:1, 4:4, 4:5, 4:12, 4:20, 6:1,
6:4, 6:5, 8:2, 15:9, 22:15, 67:8,
67:35, 67:50, 67:53, 73:2, 74:2,
75:12, 79:3
Theft, 4:4, 4:5, 15:9
Training programs, 67:8, 67:53
Unemployment compensation, 4:12,
8:2, 22:15, 67:53, 75:17
Uniforms, 2:1, 15:9

COMBINATION

Unions, 15:9, 15:11, 67:8, 67:17,
67:23, 67:41, 67:56
Worker Adjustment and Retraining
Notification Act, 67:8

COMMITTEES

Collective bargaining agreements, 67:8
Labor Management Relations Act, 67:8

COMMON CONTROL

National Labor Relations Act, 67:5

COMMON LAW

Social security, 2:1, 20:1, 34:1, 67:5, 67:8, 67:34, 67:37, 67:45, 67:50, 69:4, 117:1

COMMUNITY PROPERTY

Individual retirement accounts, 67:34
Life insurance, 67:34, 67:53

COMPARABLE WORTH THEORY

Compensation, 6:8

COMPENSATION

ADEA, 2:1, 3:1, 3:12, 3:16, 4:3 to 4:5, 4:17, 9:1, 14:3, 15:15, 20:1, 20:5, 20:6, 21:3, 21:5, 21:9, 22:1, 22:6, 22:7, 22:15, 23:2, 23:3, 24:1, 25:6, 25:9, 25:12, 26:3, 26:4, 26:6, 26:7, 26:10, 34:1, 55:1, 64:1, 67:5, 67:56, 73:2, 75:17, 117:1, 118:8, 118:11, 121:1
Affirmative action plans, 4:3, 8:1, 15:14
Americans With Disabilities Act, 3:16, 15:15, 34:1 to 35:1, 37:1, 57:2, 64:1, 67:8, 67:60, 74:3, 121:1
At-will employment, 3:16, 15:8, 15:11, 73:1, 73:2, 75:6, 75:7, 75:10, 75:12, 75:17, 76:1, 76:2, 76:6, 76:11, 77:3, 79:2
Barbers, 76:2
Bookkeepers, 30:2
Buyers, 22:6, 67:20
Classification system, 29:10
Defenses, 3:2, 3:9, 3:11, 3:16, 4:18, 12:2, 14:3, 23:2, 26:4, 29:7, 29:10, 30:2, 34:1, 37:1, 67:3, 67:8, 67:21, 67:37, 67:39 to 67:41, 67:53, 76:2, 76:4, 76:11, 77:6, 80:5, 117:1, 120:2, 121:1

COMPENSATION—Cont'd

Disciplinary action, 4:5, 4:17, 6:4, 8:2, 15:8, 15:9, 15:11, 22:6, 75:10
Discrimination, 2:1 to 3:2, 3:9, 3:11, 3:12, 3:16, 4:3 to 4:6, 4:12, 4:15, 4:17, 4:18, 6:4, 6:7, 6:8, 8:1 to 9:1, 10:4, 10:5, 10:7, 12:1, 12:4, 12:5, 14:3, 15:2, 15:9, 15:11, 15:14 to 15:16, 15:21, 20:1, 20:5, 20:6, 21:3, 21:5, 21:9, 22:1, 22:6, 22:7, 22:15, 23:2, 23:3, 24:1, 25:6, 25:9, 25:12, 26:3, 26:4, 26:6, 26:7, 26:10, 29:2, 29:7, 29:10, 29:14, 30:2, 34:1 to 35:1, 37:1, 55:1, 64:1, 67:5, 67:36 to 67:38, 67:41, 67:43, 67:45, 67:50, 67:53, 67:54, 67:56, 67:60, 68:5, 73:1 to 74:3, 75:3, 75:5, 75:10, 75:12, 75:17, 76:1, 76:2, 76:6, 76:8, 77:6, 83:3, 83:7, 83:12, 89:5, 109:1, 110:2, 111:2, 116:1, 117:1, 117:2, 118:7, 118:8, 118:11, 120:2, 120:4, 121:1, 121:4
Dispatchers, 15:8
Drivers, 3:1, 3:2, 4:4 to 6:4, 8:2, 14:3, 35:1, 57:2, 67:5, 67:23, 67:30, 67:32, 67:45, 67:50, 67:57, 76:2, 76:6
Editors, 22:6
Equal skill, 6:8, 28:2, 29:2, 29:7, 30:2
Equal work standard, 30:2
ERISA, 2:1, 20:1, 22:1, 22:7, 23:2, 26:3, 26:7, 46:1, 66:1, 67:3, 67:5, 67:7, 67:8, 67:10, 67:12, 67:20, 67:21, 67:23, 67:30 to 67:32, 67:34 to 67:41, 67:43 to 67:47, 67:49 to 67:51, 67:53, 67:54, 67:56, 67:57, 67:60, 68:2, 68:5, 68:6, 76:2, 77:6, 117:1, 117:2
Establishment, 2:1, 4:3, 6:8, 15:8, 15:9, 15:16, 28:2, 29:7, 30:2, 67:5, 67:8, 67:10, 67:21, 67:41, 67:53, 67:60, 82:1, 116:1, 118:8
Factory workers, 15:11
Family and Medical Leave Act, 15:15, 34:2, 55:1, 56:1, 57:2,

INDEX

COMPENSATION—Cont'd

59:1, 61:3, 63:2, 63:3, 64:1,
76:2, 121:4
FMLA, 3:12, 4:17, 8:2, 15:15, 34:2,
37:1, 55:1, 56:1, 57:2, 59:1,
61:3, 63:2, 63:3, 64:1, 67:8,
67:37, 76:1, 76:2, 118:11, 121:4
Freedom of religion, 15:9
Inspectors, 15:9
Intent to discriminate, 4:15, 6:4, 6:7,
10:7, 15:14, 29:7
Longevity, 22:6, 67:60, 75:12, 76:8,
77:6, 118:8
Machine operators, 67:3, 67:5
Managers, 2:1, 3:1, 3:9, 3:11, 3:12,
4:3 to 4:5, 4:12, 6:8, 8:1, 8:2,
10:7, 14:3, 15:9, 15:11, 22:6,
22:7, 29:2, 29:10, 35:1, 63:3,
67:5, 67:7, 67:8, 67:20, 67:21,
67:23, 67:37, 67:39, 67:50,
67:53, 75:10, 76:10, 84:5, 116:1
Market rate, 6:8, 67:50, 118:11
Merit system, 4:5, 4:15, 15:21, 28:2,
29:2, 29:7, 29:10
Nurses, 2:1, 4:5, 6:8, 8:1, 15:9, 35:1,
67:8, 67:20, 67:37, 67:39,
67:45, 67:49, 67:53, 73:2
OWBPA, 3:1, 20:5, 22:15
Pharmacists, 4:4, 34:1, 35:1, 67:60,
75:6, 75:8, 76:2
Salespersons, 75:6
Seniority system, 3:1, 4:15, 6:7,
20:5, 22:6, 24:1, 28:2, 29:2,
29:7, 29:10, 34:2
Service, 2:1, 3:1, 3:2, 3:9, 3:12,
3:16, 4:3 to 4:6, 4:12, 4:15,
4:18, 6:4, 6:7, 6:8, 8:1 to 9:1,
10:4, 10:5, 10:7, 12:4 to 12:7,
14:3, 15:2, 15:8, 15:9, 15:11,
15:14, 15:15, 15:21, 18:4 to
20:6, 21:3, 21:9, 22:6, 22:7,
22:15, 25:9, 26:6, 26:7, 26:10,
29:6, 29:10, 29:14, 30:11, 34:1
to 35:1, 37:1, 53:1, 55:1, 57:2,
59:1, 61:3, 63:2, 64:1, 67:3,
67:5, 67:7, 67:8, 67:10, 67:12,
67:20, 67:21, 67:23, 67:30,
67:32, 67:34, 67:35, 67:37 to
67:41, 67:43 to 67:45, 67:47,
67:49, 67:50, 67:53, 67:56,

COMPENSATION—Cont'd

67:60, 68:5, 68:6, 69:4, 73:2,
75:6 to 75:8, 75:10, 75:12,
75:15, 76:2, 76:4, 76:6, 76:8,
80:6, 80:8, 80:9, 82:1, 83:7,
84:5, 89:5, 116:1, 117:1, 117:2,
118:8, 118:11, 121:1
Sex discrimination, 3:1, 3:2, 3:9,
3:11, 3:12, 4:3 to 4:5, 4:12,
4:17, 4:18, 6:4, 6:7, 6:8, 8:2,
10:7, 15:9, 15:16, 21:3, 29:2,
29:7, 29:10, 30:2, 55:1, 76:2,
116:1, 117:1
Similar working conditions, 6:8,
28:2, 29:2, 29:7, 30:2
Social Security Act, 67:8, 67:45,
69:4
Social workers, 3:12
State laws, 66:1, 67:40, 67:53, 67:54,
69:4
Supervisors, 2:1, 3:1, 3:9, 3:11, 3:12,
3:16, 4:3 to 4:5, 4:12, 4:17, 6:4,
8:1, 8:2, 10:7, 12:4, 12:5, 14:3,
15:8, 15:9, 15:11, 15:16, 15:21,
18:4, 18:5, 20:1, 21:3, 21:9,
22:6, 22:7, 24:1, 25:12, 26:6,
26:7, 26:10, 29:2, 29:14, 34:1,
35:1, 37:1, 55:1, 57:2, 59:1,
61:3, 63:3, 64:1, 67:30, 68:5 to
75:7, 75:10, 76:1, 76:2, 76:4,
76:8, 76:11, 79:2, 80:4, 80:6,
80:8, 84:5, 116:1, 118:8, 121:1
Teachers, 2:1, 2:2, 4:5, 15:8, 15:9,
15:11, 20:5, 67:8, 67:10, 67:21,
67:36, 67:40, 67:45, 67:50,
76:10, 118:11, 120:4
Title VII, 1:1, 2:1 to 3:2, 3:9, 3:11,
3:12, 3:16, 4:3 to 4:6, 4:12,
4:15, 4:17, 4:18, 6:4, 6:7, 6:8,
8:1 to 9:1, 10:4, 10:5, 10:7,
12:1, 12:2, 12:4 to 12:7, 14:3,
15:2, 15:9, 15:11, 15:14 to
15:16, 15:21, 20:1, 21:3, 21:5,
21:9, 22:6, 22:15, 29:14, 30:2,
34:1 to 35:1, 64:1, 67:5, 67:10,
67:50, 67:53, 73:2, 74:3, 76:2,
109:1, 110:2, 116:1, 117:1,
117:2, 118:8, 118:11, 121:1,
121:4
Trainees, 4:12, 22:7
Warehouse workers, 67:32, 67:57

COMPLAINTS

Agricultural employees, 76:2
 Americans with Disabilities Act,
 3:16, 34:2, 35:1, 41:1, 43:1,
 44:1, 45:2, 57:2, 67:8, 67:15,
 83:8
 Federal employment, 4:5, 8:2
 Parties, 3:1, 3:9, 3:14, 3:16, 3:18,
 4:4, 4:5, 4:12, 4:16, 4:18, 4:20,
 4:21, 5:1, 6:3 to 6:5, 7:1, 8:1,
 8:2, 10:7, 14:3, 15:8, 15:9,
 15:22, 15:24, 21:3, 21:6, 22:6,
 26:10, 26:11, 29:14, 34:2, 35:1,
 67:8, 67:15, 67:23, 67:37,
 67:39, 67:49, 75:17, 76:2, 76:4,
 109:1, 117:1
 Relief, 3:1, 3:9, 3:14, 3:16, 3:18, 4:4,
 4:12, 4:16 to 4:18, 4:20, 6:4,
 8:2, 9:2, 10:2, 10:7, 11:1, 12:5,
 15:5, 15:8, 15:9, 15:16, 15:22,
 15:24, 21:3, 21:6, 22:2, 22:4,
 22:6, 26:7, 29:1, 29:14, 43:1,
 67:8, 67:15, 67:37, 67:39,
 67:49, 68:6, 76:2, 80:6, 83:8,
 87:1, 109:1, 117:1, 119:1
 Retaliation, 3:1, 3:9, 3:14, 3:16,
 3:18, 4:2, 4:4, 4:5, 4:12, 4:16 to
 4:18, 4:21, 5:1, 6:1, 6:3, 6:5,
 7:1, 8:1 to 9:2, 10:2, 10:7, 11:1,
 14:1, 14:3, 15:5, 15:8, 15:9,
 15:12, 15:13, 15:16, 15:22,
 15:24, 18:7, 21:3, 21:6, 22:2,
 22:6, 22:8, 22:10, 26:6, 29:1,
 29:14, 35:1, 41:1, 55:2, 57:2,
 67:15, 76:2, 76:8, 83:8
 Right-to-sue letter, 3:1, 4:18, 8:1 to
 21:3
 Right-to-sue notice, 4:18
 Section 1983, 3:1, 3:9, 4:21, 7:1,
 14:3, 15:5, 15:8, 15:9, 15:12,
 15:13, 15:16, 15:22, 15:24
 Subject matter jurisdiction, 3:1, 3:16,
 7:1, 12:5, 26:7
 Title VII cases, 4:2, 10:7

COMPLIANCE

Generally, 4:2, 4:3, 4:5, 4:9, 4:12,
 4:14, 4:16, 4:19
 Labor Management Relations Act,
 67:8

COMPLIANCE—Cont'd

Unions, 10:7, 14:3, 15:9, 15:14,
 67:5, 67:8, 67:13, 67:23, 67:40,
 67:41, 110:2, 111:10, 112:7,
 114:10

COMPONENTS

Unions, 4:8, 4:10, 67:5, 67:8, 67:40,
 75:10

COMPOSITION

Federal employment, 4:3
 Unions, 14:3, 15:14, 114:10

COMPUTERS

Benefits, 4:2, 4:5, 8:2, 15:9, 22:8,
 75:2

CONCILIATION

Enforcement, 1:4, 3:1, 3:4, 3:9, 4:16,
 4:20, 9:2, 9:3, 19:1, 21:2, 85:2,
 109:1, 112:12, 112:14, 114:2,
 121:1
 Equal Employment Opportunity
 Commission, 1:4, 3:1, 3:3, 3:4,
 19:1, 21:3, 42:1, 109:1, 121:1
 Rehabilitation Act, 42:1, 85:2, 109:1

CONCLUSIONS

Labor Management Relations Act,
 67:8

CONFIDENTIALITY

Age Discrimination in Employment
 Act, 3:12, 15:15, 25:11, 26:10
 Background check, 6:5
 Collective bargaining agreements,
 15:8
 Equal Employment Opportunity
 Commission, 3:2, 3:4, 3:12, 6:5,
 26:10
 Equal Pay Act, 4:18
 Rehabilitation Act, 15:15, 89:5

CONFLICTS OF INTEREST

National Labor Relations Board, 76:2

CONGRESS

Fair Labor Standards Act, 15:15,
 55:1, 57:2, 67:5

CONNECTICUT

Administrators, 4:5, 15:8, 15:9,
 15:22, 67:5, 67:8, 67:20, 67:35,

INDEX

CONNECTICUT—Cont'd

67:37, 67:38, 67:40, 67:41,
67:43, 67:45, 67:53
Affirmative action plans, 4:3
Age Discrimination in Employment
Act, 22:9
Age discrimination, 4:2, 22:9, 67:53,
67:54
Agriculture, 4:17, 7:1, 15:8
Annual reports, 67:5
Appeals, 4:2, 4:3, 4:5, 4:9, 4:17, 7:1,
15:8, 15:22, 67:8, 67:20, 67:35,
67:37, 67:38, 67:41, 67:43,
67:45, 69:4
Apprentices, 67:53
Assignments, 4:3, 4:17, 7:1, 15:8 to
67:8, 67:40, 67:53
At-will employment, 15:8
Blacklisting, 15:9
Certificates, 67:8, 67:20
Compensation, 4:3, 4:5, 4:17, 15:8,
15:9, 67:5, 67:8, 67:20, 67:35,
67:37, 67:38, 67:40, 67:41,
67:43, 67:45, 67:53, 67:54, 69:4
Complaints, 4:2, 4:5, 4:17, 7:1, 15:8,
15:9, 15:22, 67:8, 67:37
Conditions, 4:3, 4:5, 4:9, 4:17, 7:1,
15:8, 15:9, 57:3, 57:7, 67:5,
67:8, 67:20, 67:35, 67:40,
67:41, 67:45, 67:53, 69:4
Constitutionality, 15:22
Court proceedings, 15:9, 67:38
Credits, 4:2, 67:5, 67:37, 67:40,
67:41, 67:53
Disclosure, 15:6, 15:8, 15:9, 15:22,
67:8, 67:20, 67:35, 67:37,
67:41, 67:53
Employment practices, 4:2, 4:5, 4:9,
7:1, 15:8, 15:9
Equal pay, 4:17
Evidence, 4:2, 4:3, 4:5, 4:9, 4:17,
7:1, 15:6, 15:8, 15:9, 15:22,
22:9, 67:5, 67:8, 67:20, 67:35,
67:37, 67:40, 67:41, 67:43,
67:45, 67:53, 67:54, 69:4
Executives, 15:8, 67:8, 67:20, 67:45,
67:53, 69:4
Exemptions, 7:1, 67:8, 67:40
Family leave, 57:7

CONNECTICUT—Cont'd

Garnishment, 67:40, 67:53
Harassment, 4:2, 4:3, 4:5, 4:17, 7:1,
15:6, 15:8, 15:9, 15:22, 67:35
Health, 4:2, 4:3, 4:5, 4:17, 7:1, 15:6,
15:8, 15:9, 15:22, 47:4, 57:3,
57:7, 67:5, 67:8, 67:20, 67:35,
67:37, 67:38, 67:40, 67:41,
67:43, 67:45, 67:53, 67:54, 69:4
Health insurance, 7:1, 15:8, 47:4,
67:5, 67:8, 67:20, 67:37, 67:38,
67:40, 67:41, 67:45, 67:53,
67:54, 69:4
Hearings, 15:8, 15:9
Holidays, 7:1, 67:8
Hospital employees, 7:1, 67:53
Investigations, 4:5, 15:8, 15:9, 15:22
Job assignments, 4:3
Layoffs, 4:5, 15:8
Life insurance, 4:3, 67:5, 67:8,
67:20, 67:35, 67:37, 67:40,
67:41, 67:43, 67:45, 67:53 to
67:55, 69:4
Losses, 7:1, 67:8, 67:20, 67:37,
67:38, 67:40, 67:53
Mandatory retirement, 15:8
Marital status, 67:8
Medical benefits, 67:8, 67:37, 67:43,
67:53
Medical insurance, 67:53
National origin discrimination, 4:9
Notice, 4:2, 4:3, 4:5, 4:9, 4:17, 7:1,
15:8, 15:9, 15:22, 47:4, 57:3,
67:5, 67:8, 67:20, 67:35, 67:37,
67:38, 67:40, 67:41, 67:45,
67:53, 67:54, 69:4
Overtime pay, 4:3, 15:8, 15:9
Penalties, 4:3, 4:5, 7:1, 15:8, 15:9,
67:5, 67:8, 67:20, 67:35, 67:37,
67:40, 67:41, 67:53
Permits, 7:1, 15:9, 57:7, 67:5, 67:8,
67:20, 67:38, 67:40, 67:45,
67:53
Pregnancy discrimination, 4:2, 4:5,
4:17
Privacy, 7:1, 15:6, 15:8, 15:22, 67:8,
67:53
Professionals, 67:8, 67:20, 67:45,
67:53

CONNECTICUT—Cont'd

Race discrimination, 4:2, 4:3, 4:5, 15:9, 15:22
 Releases, 15:8, 67:40, 69:4
 Remedies, 4:9, 4:17, 15:8, 67:5, 67:20, 67:35, 67:37, 67:38, 67:40, 67:41, 67:45, 67:53
 Restaurant employees, 67:5, 67:8, 67:37, 67:45, 67:53, 69:4
 Sanctions, 4:5, 7:1, 15:8, 15:9, 67:43
 Sex discrimination, 4:2, 4:3, 4:5, 4:17, 15:9, 15:22
 Sick leave, 4:3, 4:5, 4:17, 15:8
 State statutes, 67:41, 67:53
 Termination of employment, 67:8, 67:53
 Terms, 4:2, 4:3, 4:5, 4:9, 4:17, 7:1, 15:8, 15:9, 15:22, 67:5, 67:8, 67:20, 67:35, 67:37, 67:40, 67:41, 67:43, 67:45, 67:53, 69:4
 Time off, 4:17, 7:1
 Training programs, 67:5, 67:8, 67:53
 Transfers, 4:5, 15:9, 67:40, 67:45
 Unemployment compensation, 67:38, 67:53
 Vacations, 67:45

CONSIDERATION

Settlements, 22:14, 67:5, 67:8, 67:17, 67:36, 67:41, 67:53
 Termination of employment, 21:6, 22:7, 26:12, 67:8, 67:53, 67:61, 75:10, 76:11

**CONSOLIDATED OMNIBUS
BUDGET RECONCILIATION
ACT**

American Recovery and Reinvestment Act of 2009, 67:8
 ARRA, 67:8
 Coverage, 66:9, 67:8, 69:1 to 69:4, 70:1, 72:1
 Department of Labor, 66:9, 67:8, 69:4
 Duration of, 67:8, 75:5
 Eligibility for, 67:8, 70:1
 Exclusions, 67:8
 Health insurance plans, 67:8
 Notices, 67:8, 69:3, 70:1
 Overview, 69:1 to 69:4

**CONSOLIDATED OMNIBUS
BUDGET RECONCILIATION
ACT—Cont'd**

Penalties, 67:8, 69:3, 70:1
 Preemption, 66:9, 67:8
 Preexisting condition, 67:8, 69:3, 69:4
 Qualifying events, 69:4, 70:1
 Remedies, 66:9, 69:3

CONSPIRACY

Section 1985, 16:1
 Termination of employment, 22:7, 67:8, 67:15, 67:53, 76:1, 76:2

CONSTITUTIONAL LAW

At-will employment, 15:8
 Employment practices, 15:8

CONSTRUCTION INDUSTRY

Independent contractors, 50:8, 67:5

CONSTRUCTIVE DISCHARGE

At-will employment, 3:16, 15:8, 15:11, 15:13, 73:2, 75:12, 76:2
 Employee Retirement Income Security Act, 50:8, 67:15, 67:30, 67:40, 74:3
 Resignation, 3:1, 3:16, 4:13, 4:17, 6:3, 9:2, 10:7, 14:3, 15:8, 15:9, 15:11, 21:3, 22:6, 57:13, 64:1, 67:15, 75:12, 76:2, 83:10

CONSTRUCTIVE RECEIPT

Title VII, 1:4, 3:6

CONTEMPT

Costs of litigation, 117:1

CONTEST

Notice of, 3:12, 3:14, 8:1, 15:8, 15:9, 15:22, 22:7, 55:1, 67:8, 67:17, 67:35, 67:38, 67:39, 75:7, 75:10, 105:4

CONTINUING VIOLATIONS

Age Discrimination in Employment Act, 21:3
 Jurisdiction, 1:4, 3:1, 3:6, 14:3, 21:3

CONTRACTORS

California, 2:1, 3:9, 6:3 to 14:3, 15:8, 15:9, 15:22, 67:5, 67:8,

INDEX

CONTRACTORS—Cont'd

67:23, 67:34, 67:37, 67:40,
67:41, 67:45, 67:46, 67:49,
67:50, 67:53, 76:2, 117:1

CONTRACTS OR AGREEMENTS

Labor relations, 67:5

COOPERATION

Collective bargaining agreements,
15:8

COORDINATION

Disability benefits, 67:8, 67:30,
67:37

COPIES

Unions, 110:2

CORRECTIVE ACTION

Sexual harassment policies, 6:5

CORRELATION

Statistics, 4:10, 4:12, 22:6 to 67:8

COSTS AND EXPENSES

Bad faith, 67:50, 117:2
Benefits, 15:8, 22:14, 22:15, 67:50,
117:2
Collective bargaining agreements,
15:8, 22:15
Expert witness fees, 67:50, 117:2
Overtime pay, 15:8
Settlements, 22:14
Title VII, 22:15, 67:50, 117:2

COURTS

Collective bargaining agreements,
15:8, 15:14, 22:15, 50:6, 67:3,
67:5, 67:8, 67:17, 67:19, 67:23,
74:1, 111:10
Labor relations, 2:1, 2:4, 7:1, 9:1,
15:21, 22:1, 22:8, 22:15, 29:5,
49:3, 67:4, 67:5, 67:23, 67:37,
67:39, 67:40, 67:43, 67:50,
67:53, 67:60, 76:1, 76:2
Worker Adjustment and Retraining
Notification Act, 46:1, 49:3,
49:4, 50:1, 50:3, 50:6, 67:8

COVERAGE

Medical benefits, 67:8, 67:15, 67:23,
67:37, 67:39, 67:43, 67:53

COWORKERS

Retaliation, 3:12, 4:5, 5:1, 6:1, 6:3,
6:5, 7:1, 8:1, 8:2, 10:6, 14:3,
15:8, 15:9, 15:11, 22:6, 22:7,
57:12, 76:2, 76:8

CREDIBILITY

Labor Management Relations Act,
67:8
National Labor Relations Board,
67:37

DAMAGES

Accommodation, 3:12, 4:3, 15:3,
15:11, 15:13, 15:22, 34:1 to
41:1, 55:1, 67:8, 83:1, 83:11,
83:12, 117:2, 118:2, 119:2,
121:1
Age claims, 21:1
Age discrimination, 3:11, 3:12, 4:2,
4:4, 4:12, 4:13, 4:20, 9:1, 10:7,
13:2, 15:3, 15:13, 15:15, 19:1,
20:1, 21:1, 21:2, 21:7 to 21:9,
21:11, 21:14, 21:15, 22:4, 23:2,
23:3, 25:8, 25:9, 26:3, 26:4,
26:7, 26:10 to 26:12, 57:13,
64:1, 66:5, 66:9, 67:15, 67:53,
67:54, 74:3, 75:5, 75:10, 75:17,
76:2, 117:1, 117:2, 118:5,
118:11, 120:4
Agency principles, 6:5
Allocations, 15:11
Americans with Disabilities Act,
3:16, 15:15, 34:1, 34:2, 37:20,
37:25, 41:1, 57:13, 64:1, 67:8,
67:15, 67:60, 74:3, 118:5, 121:1
Attorney fee awards, 67:50
Authority to act, 15:8
Backpay, 3:4, 3:11, 4:4, 10:4, 21:9,
117:1, 118:2, 118:10, 118:11
Benefits, 3:1, 3:9, 3:11, 3:16, 3:18,
4:2 to 4:5, 4:12, 4:17, 4:20, 6:5,
10:1, 10:4 to 10:7, 12:1, 12:2,
12:5, 14:3, 15:2, 15:3, 15:8,
15:9, 15:11, 15:13, 15:16,
15:22, 18:1, 18:2, 18:5, 19:1,
20:1, 21:1, 21:2, 21:8, 21:9,
21:11, 22:4, 23:2, 23:3, 25:8,
25:9, 26:3, 26:4, 26:7, 27:1,
28:4, 29:14, 34:1 to 41:1, 46:1,
47:4, 48:1, 49:1 to 49:3, 55:1,

DAMAGES—Cont'd

56:1, 57:12, 57:13, 63:2, 64:1,
66:5, 66:9, 67:5, 67:8, 67:15,
67:17, 67:20, 67:23, 67:34,
67:36 to 67:42, 67:44, 67:47 to
67:50, 67:53, 67:54, 67:59,
67:60, 68:6, 69:3, 70:1, 73:1 to
74:3, 75:2, 75:5, 75:6, 75:8,
75:10, 75:12, 75:14, 75:17,
76:1, 76:2, 76:4, 76:6, 76:8,
76:10, 76:11, 77:3, 77:7, 79:1,
79:5, 80:4 to 80:6, 83:1, 83:11,
83:12, 98:1 to 104:1, 117:1 to
118:2, 118:5, 118:8, 118:10,
118:11, 121:1, 122:1

Compensation, 3:1, 3:9, 3:11, 3:12,
3:16, 4:3 to 4:5, 4:12, 4:17, 9:1,
10:4, 10:5, 10:7, 12:1, 12:2,
12:5, 14:3, 15:2, 15:8, 15:9,
15:11, 15:15, 15:16, 15:21,
18:5, 20:1, 21:9, 23:2, 23:3,
25:9, 26:3, 26:4, 26:7, 26:10,
29:14, 30:11, 34:1 to 46:1, 55:1,
56:1, 63:2, 64:1, 67:5, 67:8,
67:20, 67:23, 67:34, 67:36 to
67:41, 67:44, 67:47, 67:49,
67:50, 67:53, 67:54, 67:60,
68:6, 73:1 to 74:3, 75:2, 75:5 to
75:8, 75:10, 75:12, 75:17, 76:1,
76:2, 76:4, 76:6, 76:8, 76:10,
76:11, 77:3, 77:7, 80:4 to 80:6,
83:12, 117:1, 117:2, 118:8,
118:11, 120:4, 121:1

Computation, 67:36, 67:39, 67:40,
118:5

Defined, 3:1, 4:2 to 4:4, 10:7, 15:8,
15:11, 15:22, 26:10, 34:2, 49:1,
67:5, 67:8, 67:15, 67:20, 67:23,
67:34, 67:37, 67:38, 67:40,
67:50, 67:53, 67:60, 73:1, 73:2,
75:12, 76:2, 76:4, 76:6, 117:2,
117:3, 121:1

Disability discrimination, 1:4, 3:1,
3:12, 3:16, 4:4, 15:13, 16:1,
34:1, 34:2, 83:11, 121:1

Emotional damages, 10:7, 15:16

Emotional distress, 3:9, 3:12, 3:16,
4:12, 9:1, 10:4, 10:7, 14:3,
15:9, 15:16, 15:18, 18:1, 18:5,
21:1, 21:8, 25:9, 26:3, 26:7,
26:10, 29:14, 55:1, 64:1, 67:49,
67:53, 73:2, 75:7, 75:14, 75:17,

DAMAGES—Cont'd

76:1 to 76:3, 76:8, 76:10, 80:4,
80:6, 83:12, 117:1, 118:8,
120:4, 122:1

Employment discrimination, 1:4, 3:1,
3:11, 3:12, 3:16, 4:2 to 4:5,
4:12, 4:20, 9:1, 10:4, 10:6,
10:7, 14:3, 15:9, 15:13, 15:15,
15:16, 19:1, 20:1, 21:11, 22:4,
26:12, 29:14, 34:1, 57:13,
67:50, 67:53, 75:17, 76:2,
83:11, 118:11, 120:4, 121:1

Employment history, 3:16, 4:3, 4:5,
77:3

Expert witnesses, 4:12, 16:1, 67:50

Family and Medical Leave Act, 15:3,
15:13, 15:15, 34:2, 55:1, 56:1,
57:12, 57:13, 63:2, 64:1, 76:2

Federal government, 9:1, 9:2, 13:4,
15:2, 34:1, 37:25, 67:37, 67:40,
67:50, 67:53, 67:60, 83:1,
83:11, 98:2, 117:1, 118:10

Fringe benefits, 3:1, 3:11, 4:3, 10:1,
10:4, 10:7, 12:1, 12:5, 15:8,
15:13, 15:16, 18:5, 21:8, 21:9,
23:2, 23:3, 25:8, 25:9, 26:3,
26:7, 41:1, 46:1, 67:8, 68:6,
75:2, 77:7, 80:4, 80:6, 83:1,
117:1 to 122:1

Front pay, 3:4, 3:16, 4:12, 10:1,
10:4, 10:6, 10:7, 15:4, 15:16,
21:1, 21:7 to 21:9, 23:3, 25:9,
26:4, 26:12, 29:11, 34:1, 41:1,
55:1, 64:1, 67:15, 67:37, 67:47,
73:1, 75:17, 76:1, 77:7, 79:5,
118:11

General discussion, 3:11, 10:4

Good faith efforts, 10:7, 14:3, 26:10,
37:20, 41:1, 70:1, 74:3

Government employers, 15:9, 15:11,
20:1

Intentional discrimination, 3:1, 3:9,
3:11, 3:16, 3:18, 4:2, 4:5, 4:12,
10:7, 14:3, 15:13, 15:16, 37:20,
57:13, 75:12, 83:12, 118:5,
118:8, 121:1, 121:9

Liquidated damages, 4:4, 15:13,
20:1, 21:1, 21:7 to 21:9, 23:3,
25:8, 26:3, 26:12, 27:1, 28:3,
28:4, 29:11, 29:14, 30:11, 33:1,
33:4, 55:1, 63:2, 64:1, 66:5,

INDEX

DAMAGES—Cont'd

67:37, 67:48, 73:1, 75:2, 75:5,
75:6, 75:8, 75:17, 76:2
Managerial capacity, 10:7
Medical expenses, 10:5, 15:8, 46:1,
49:1, 67:8, 67:15, 67:20, 67:23,
67:34, 67:37, 67:40, 67:41,
67:53, 67:54, 67:59, 69:3, 70:1
Mental damages, 15:16, 73:2, 76:1
National Labor Relations Board,
67:37, 67:39, 76:2
National origin discrimination, 3:1,
3:12, 4:4, 14:3
Pensions, 21:9, 67:5, 67:15, 67:17,
67:23, 67:50
Period, 1:4, 3:1, 3:4, 3:9, 3:11, 3:12,
3:16, 3:18, 4:2 to 4:5, 4:12,
4:17, 6:5, 9:1, 9:2, 10:4, 10:6,
10:7, 12:1, 12:5, 13:2, 14:3,
15:5, 15:8, 15:9, 15:11, 15:16,
15:18, 15:22, 18:5, 19:1, 21:2,
21:9, 21:11, 22:4, 23:2, 25:8,
26:3, 26:7, 26:11, 26:12, 28:4,
29:11, 29:14, 30:11, 33:1, 33:4,
34:2, 41:1, 46:1, 47:4, 48:1,
49:1 to 49:3, 50:7, 55:1, 56:1,
57:12, 57:13, 64:1, 67:5, 67:8,
67:15, 67:17, 67:20, 67:23,
67:34, 67:36, 67:37, 67:39 to
67:41, 67:44, 67:49, 67:50,
67:53, 67:59, 67:60, 68:6, 69:3,
70:1, 73:7, 74:3, 75:2, 75:5 to
75:8, 75:10, 75:12, 75:14,
75:17, 76:1, 76:2, 76:4, 76:6,
76:8, 79:1, 80:6, 83:11, 104:1,
117:1 to 117:3, 118:1, 118:2,
118:5, 118:8, 118:11, 118:15,
121:1, 122:1
Physical injuries, 76:1, 76:8, 76:10
Prejudgment interest, 1:4, 10:1, 10:4,
10:6, 12:1, 15:16, 21:9, 26:12,
29:11, 49:3, 64:1, 67:23, 67:37,
67:48, 67:49, 118:10, 122:1
Punitive damages, 1:4, 3:11, 3:16,
3:18, 4:2, 4:20, 6:5, 10:1, 10:4,
10:6, 10:7, 12:1, 13:2, 14:3,
15:13, 15:16, 15:21, 18:1, 18:2,
18:5, 20:1, 21:7, 21:8, 21:11,
25:9, 26:3, 26:4, 26:10, 34:1,
34:2, 37:20, 41:1, 46:1, 49:3,
50:7, 55:1, 57:12, 64:1, 66:9,

DAMAGES—Cont'd

67:37, 67:49, 67:50, 67:53,
67:54, 69:3, 73:2, 73:7, 75:7,
75:17, 76:1, 76:2, 76:4, 77:7,
79:5, 80:4, 83:1, 83:12, 98:1 to
104:1, 104:3, 117:1, 117:3,
118:8, 118:11, 121:1, 121:9,
122:1
Railway Labor Act, 4:20, 67:39,
67:53, 98:1
Ratification, 10:7, 15:5, 67:8, 67:36,
76:8
Rehabilitation Act, 15:15, 34:1, 34:2,
37:25, 41:1, 74:3, 76:2, 83:1,
83:11, 83:12
Reinstatement, 3:4, 3:16, 4:2 to 4:4,
4:17, 9:1, 10:1, 10:4, 10:6,
12:1, 15:2, 15:4, 15:8, 15:9,
15:11, 15:16, 18:1, 19:1, 21:7,
21:9, 22:4, 23:2 to 26:3, 26:12,
28:3, 29:11, 34:1 to 55:1, 57:13,
63:2, 64:1, 67:5, 67:15, 67:37,
67:49, 67:50, 73:1, 75:7, 75:10,
75:17, 76:1 to 77:3, 77:7, 80:4,
83:1, 98:1 to 104:1, 118:1 to
122:1
Remedies, 1:4, 3:1, 3:11, 3:12, 4:4,
4:17, 4:20, 6:5, 9:1 to 10:1,
10:4 to 10:7, 11:1, 13:2, 15:2,
15:8, 15:11, 15:13, 15:15,
15:16, 15:21, 19:1, 21:2, 21:7,
21:9, 23:3, 27:1, 29:11, 34:1,
41:1, 46:1, 55:1, 63:2, 66:5,
66:9, 67:5, 67:17, 67:20, 67:34,
67:37 to 67:41, 67:47 to 67:50,
67:53, 67:60, 68:6, 69:3, 73:1,
73:2, 75:6 to 75:8, 76:1 to 76:4,
76:6, 76:8, 76:10, 76:11, 77:7,
83:1, 83:11, 83:12, 118:1,
121:1, 121:9, 122:1
Restrictions, 3:1, 4:12, 15:8, 15:9,
26:11, 34:2, 67:8, 67:20, 67:37,
67:47, 67:53, 75:6, 75:8, 75:10,
76:8
Tax, 1:4, 3:12, 3:16, 4:2 to 4:5, 4:12,
4:17, 10:4, 10:6, 10:7, 15:2,
15:8, 15:9, 15:13, 15:16, 15:22,
20:1, 21:8, 21:9, 21:11, 25:9,
29:14, 34:1, 67:5, 67:8, 67:15,
67:20, 67:34, 67:36, 67:37,
67:39 to 67:41, 67:44, 67:49,

DAMAGES—Cont'd

67:50, 67:53, 67:54, 67:60,
69:3, 74:3, 75:2, 76:2, 117:2,
118:5, 118:8, 119:2
Title VII, 1:4, 3:1, 3:4, 3:9, 3:11,
3:12, 3:16, 3:18, 4:2 to 4:5,
4:12, 4:13, 4:17, 4:20, 6:2, 6:5,
9:1 to 10:1, 10:4 to 10:7, 11:1,
12:1, 12:2, 12:5, 13:2, 14:3,
15:2, 15:9, 15:11, 15:13, 15:15,
15:16, 15:18, 15:21, 15:22,
16:1, 19:1, 20:1, 21:2, 21:8,
21:9, 21:11, 22:4, 27:1, 28:4,
29:11, 29:14, 34:1 to 41:1,
57:12, 57:13, 64:1, 67:5, 67:15,
67:50, 67:53, 73:2, 74:3, 76:2,
79:5, 83:1, 83:11, 117:1 to
117:3, 118:2, 118:5, 118:8,
118:10, 118:11, 118:15, 119:1,
121:1, 121:9
Tolling, 1:4, 3:1, 3:11, 3:16, 3:18,
9:1 to 14:3, 21:2, 23:2, 67:17,
67:34, 67:39, 67:41, 76:1
Total, 3:9, 3:11, 3:12, 4:2 to 4:4,
10:4, 10:7, 14:3, 15:3, 15:16,
46:1, 49:2, 49:3, 55:1, 56:1,
67:5, 67:8, 67:15, 67:17, 67:20,
67:23, 67:39, 67:41, 67:48 to
67:50, 67:53, 67:54, 67:60,
69:3, 73:7, 76:1, 76:2, 79:5,
117:3, 118:1, 118:5, 118:8,
118:11, 120:4
Willfulness, 21:8, 22:4, 29:14, 55:1,
67:37, 117:1, 118:8, 119:1

DEDUCTIBLES

Health insurance plans, 67:8, 67:60

DEDUCTIONS

Federal employment, 20:1
Sick leave, 15:11
Social security, 20:1, 67:5, 67:8,
67:60

DEFAMATION

National Labor Relations Act, 22:1,
76:1
National Labor Relations Board, 76:2

DEFAULT JUDGMENT

Discovery, 3:9, 3:12, 21:2, 67:37,
67:50

DEFENSES

Age Discrimination in Employment
Act, 3:11, 19:1, 21:2, 22:4,
22:11, 23:2, 26:4, 117:1
Age discrimination, 3:11, 4:13, 19:1,
21:2, 22:4, 22:11, 23:2, 26:4,
67:53, 76:2, 117:1
Aliens, 3:2, 14:3
Benefit claims, 67:8, 67:40, 67:53
Business Necessity, 3:11, 34:1, 37:5,
37:26
Compensation, 3:2, 3:9, 3:11, 3:16,
4:18, 12:2, 14:3, 23:2, 26:4,
29:7, 29:10, 30:2, 34:1, 37:1,
67:3, 67:8, 67:21, 67:37, 67:39
to 67:41, 67:53, 76:2, 76:4,
76:11, 77:6, 80:5, 117:1, 120:2,
121:1
Disability discrimination, 3:2, 3:16,
34:1, 37:3, 37:28, 121:1
Disparate treatment, 3:11, 4:18, 7:1,
14:3, 21:2, 67:40, 121:1
Equal Pay Act, 3:16, 4:18, 15:10,
29:7, 29:10, 29:13, 30:2, 30:13,
33:4, 117:1
Generally, 4:13, 4:18
Harassment, 3:2, 3:6, 3:9, 3:11, 3:16,
4:13, 4:18, 7:1, 14:3, 22:4,
34:1, 76:2, 76:4, 76:11
Hostile environment, 3:9, 3:11, 3:16,
7:1, 14:3, 22:4, 76:2
Insurance plans, 67:8, 67:40, 67:53
Laches, 3:2, 3:6, 29:10, 37:16,
67:16, 67:17, 67:37, 67:41,
67:42
Legitimate nondiscriminatory reason,
3:9, 14:3
Mitigation of damages, 34:1
National origin discrimination, 3:2,
14:3
Qualifications, 3:11, 3:16, 14:3, 29:7,
67:3, 67:8, 67:21, 76:4
Reduction in force, 22:4, 67:8, 67:40
Reinstatement, 3:16, 15:4, 19:1,
22:4, 23:2, 34:1, 67:37, 76:2
Retaliation, 3:2, 3:6, 3:9, 3:16, 4:18,
7:1, 14:3, 15:24, 19:1, 21:2,
34:1, 37:19, 37:28, 67:40,
67:53, 76:2, 120:2, 121:1
Training programs, 67:8, 67:53

INDEX

DEFENSES—Cont'd

Undue hardship, 7:1, 34:1, 37:1,
37:26, 45:4, 89:4

DEFICIENCIES

Citations, 4:3, 4:5, 10:7, 15:8, 15:9,
22:6, 67:8, 67:17, 67:35, 67:50,
70:1

National Labor Relations Board, 76:2

DEFINED BENEFIT PLANS

Mergers, 67:32

Retirement benefits, 20:6, 67:32

Selection of plan, 67:20

DEFINED CONTRIBUTION PLANS

Mergers, 67:32

Retirement benefits, 67:32

DEGREE

Violation, 3:16, 4:2, 4:4, 4:5, 4:8,
4:12, 5:1, 6:1, 6:3 to 6:5, 6:8,
7:1, 8:2, 10:7, 14:3, 15:2, 15:5,
15:7 to 15:9, 15:11, 15:13,
15:16, 15:22, 21:3, 22:6, 22:7,
22:9, 29:1, 29:3, 29:6, 29:7,
29:14, 30:5, 35:1, 49:1, 49:3,
67:4, 67:5, 67:8, 67:20, 67:23,
67:39, 67:45, 67:50, 67:60,
69:4, 75:10, 75:12, 76:2, 76:4,
76:8, 83:11, 104:3, 116:1,
117:1, 118:8, 118:11, 119:1,
121:1

DEGREES

Job evaluation, 12:7, 18:7, 26:9,
68:8, 80:7

DELAWARE

Administrative process, 3:1, 21:3,
67:23, 76:2, 118:8

Affirmative action plans, 8:1

Age Discrimination in Employment
Act, 10:7, 15:3, 21:2, 21:3,
75:17

Age discrimination, 10:7, 15:3, 21:2,
21:3, 75:10, 75:17, 76:2, 120:4

Agency proceedings, 3:1

At-will employment, 15:11, 75:7,
75:10, 75:12, 75:17, 76:2

Attorney general, 3:1, 8:1, 15:11,
29:14, 118:8

DELAWARE—Cont'd

Charging party, 3:1, 8:1, 21:2, 21:3

Citizenship discrimination, 2:1

Compensation, 2:1, 3:1, 8:1, 8:2,
10:7, 15:11, 21:3, 29:14, 67:23,
75:7, 75:10, 75:12, 75:17, 76:2,
76:8, 83:3, 118:8, 120:4

Conciliation, 3:1, 21:2, 21:3

Court proceedings, 76:2

Credits, 67:23, 83:3

Disclosures, 8:2, 67:23

Dispute, 2:1, 3:1, 7:1, 8:2, 15:11,
21:2, 75:7, 75:10, 76:2, 76:8,
118:8, 118:10

Employment practices, 7:1, 8:1,
75:12, 83:1, 118:8

Exemptions, 7:1, 75:7, 76:2

Fringe benefits, 2:1, 3:1, 10:7, 83:1

Garnishment, 76:2

Handicapped persons, 83:1

Health, 2:1, 3:1, 4:14, 7:1, 8:1, 8:2,
10:7, 15:11, 21:2, 29:14, 67:23,
75:7, 75:10, 75:12, 76:2, 76:8,
83:1, 83:3, 118:8 to 118:10

Holidays, 7:1

Investigations, 2:1, 8:1, 8:2, 10:7,
75:7

Jury duty, 76:2

Life insurance, 2:1, 67:23, 75:17

Mandatory retirement, 21:3

Marital status, 15:11

Medical benefits, 67:23

National origin discrimination, 3:1,
8:1

Notice, 2:1, 3:1, 7:1, 8:1, 8:2, 10:7,
15:11, 21:2, 21:3, 29:14, 67:23,
75:7, 75:10, 75:12, 76:2, 76:8,
83:1

Overtime pay, 76:2

Permits, 3:1, 7:1, 8:2, 15:11, 21:2,
21:3, 67:23, 75:10, 75:12, 76:2

Pregnancy discrimination, 8:1, 10:7,
76:2

Race discrimination, 3:1, 8:1, 8:2

Remedies, 3:1, 8:1, 8:2, 10:7, 15:11,
21:2, 21:3, 29:11, 75:7, 76:2,
76:8, 83:1

Retaliation, 2:1, 3:1, 7:1, 8:1, 8:2,
10:7, 15:11, 21:2, 21:3, 29:11,

DELAWARE—Cont'd

29:14, 75:10, 76:2, 76:8, 118:8
 Sanctions, 7:1, 75:7, 75:10, 118:8
 Seniority systems, 3:1, 21:3
 Sex discrimination, 3:1, 8:2, 10:7,
 21:2 to 76:2
 Sick leave, 8:2, 15:11, 83:1
 Small employers, 2:1, 76:2
 State statutes, 15:3, 75:10
 Termination of employment, 21:2,
 75:10, 76:2
 Terms, 2:1, 3:1, 7:1, 8:1, 8:2, 15:11,
 67:23, 75:7, 75:10, 75:12, 76:2,
 76:8, 118:10
 Unemployment compensation, 8:1,
 8:2, 75:10, 75:17, 76:2

DELEGATION OF AUTHORITY

National Labor Relations Act, 67:5
 Railway Labor Act, 67:53

DELIVERY

Collective bargaining agreements,
 67:17
 National Labor Relations Act, 76:9
 Worker Adjustment and Retraining
 Notification Act, 49:3, 50:16

DENTAL BENEFITS

Health insurance plans, 67:53

DEPARTMENT OF LABOR

Employment Standards Administra-
 tion, 63:2, 100:2, 100:4
 Exemptions, 67:8, 99:2, 102:2
 Secretary of Labor, 9:1, 47:4, 55:1,
 56:1, 63:2, 67:4, 67:5, 67:15,
 67:20, 67:23, 84:3, 100:2,
 102:2, 105:6, 108:1, 109:1,
 111:5, 112:2
 Solicitor of Labor, 115:4

DEPENDENTS

Fringe benefits, 67:8, 67:45
 Medical benefits, 67:8

DEPOSITIONS

General discussion, 3:11

DESIGNATION

Unions, 15:11, 67:5, 67:23, 67:40

DIRECTORIES

National Labor Relations Board,
 22:15

DIRECTORS

Group insurance, 49:1, 67:5, 67:45,
 67:53

DISABILITIES

Accessibility, 44:1, 45:2, 82:3
 Accommodations, 6:1, 15:8, 34:1 to
 35:1, 36:3, 37:1, 41:1, 67:8,
 83:1, 83:4, 83:8, 83:10, 83:11,
 84:1, 121:1
 After-acquired evidence, 34:1, 76:2
 Age, 1:5, 3:16, 6:1, 15:3, 15:8,
 15:15, 20:5, 34:2, 35:1, 57:2,
 57:8, 57:13, 64:1, 67:8, 67:15,
 67:30, 74:3, 76:2, 83:8, 118:5,
 121:1
 Alcohol use, 34:2, 67:8
 Alter ego, 3:16
 Americans with Disabilities Act, 1:5,
 3:16, 15:10, 15:15, 34:1 to
 35:1, 36:1 to 36:5, 37:1 to
 37:28, 38:1 to 38:3, 39:1 to
 39:3, 40:1 to 41:1, 42:1, 43:1,
 44:1, 45:1 to 45:4, 57:2, 57:8,
 57:13, 64:1, 67:8, 67:15, 67:60,
 74:3, 81:1, 83:8, 90:1, 118:4,
 118:5, 121:1, 121:8
 Analytical approach, 67:37
 Arbitration, 3:16, 15:8, 35:1, 37:11,
 42:1, 57:2, 67:8, 67:45, 67:60,
 83:1
 Assessment, 3:16, 34:2, 37:5, 67:8,
 67:15, 67:37, 67:45, 83:4, 121:1
 Associational discrimination, 35:1
 Attendance, 6:1, 34:2, 37:1, 57:13,
 64:1, 67:8, 67:15, 83:4, 83:8
 Awards, 3:16, 34:1, 64:1, 67:37,
 67:60, 118:4, 118:5, 121:1
 Back pay, 3:16, 15:8, 34:1, 41:1,
 43:1, 45:1, 57:13, 67:37, 76:2,
 83:1, 118:5
 Benefits, 3:16, 6:1, 15:3, 15:8, 15:22,
 20:5, 34:1 to 35:1, 37:10, 37:11,
 37:14, 41:1, 43:1, 45:1, 57:2,
 57:11, 57:13, 61:3, 64:1, 67:8,
 67:15, 67:30, 67:37, 67:45,
 67:60, 74:3, 76:2, 82:3, 83:1,

INDEX

DISABILITIES—Cont'd

83:4, 83:8, 83:10, 83:11, 90:1, 118:5, 121:1
Burden of proof, 3:16, 15:8, 34:2, 35:1, 57:13, 67:8, 67:15, 67:37, 67:45, 118:5, 121:1
Business necessity, 34:1, 36:4 to 37:5, 37:26, 83:11
Causation, 3:16, 15:22, 35:1, 57:13, 64:1, 67:8, 67:15, 67:37, 67:45, 76:2, 83:8, 83:11
Certificates, 67:8
Certification requirements, 61:3
Choosing, 67:8
Class actions, 67:8
Collective bargaining agreements, 15:8, 67:8
Collyer, 15:8
Compensatory damages, 3:16, 34:1, 41:1, 67:8, 67:15, 67:37, 76:2
Confidentiality, 15:8, 15:15, 15:22, 67:30, 121:8
Continuing violations, 37:3, 83:13
Costs, 6:1, 15:8, 15:22, 20:5, 34:1 to 35:1, 37:13, 41:1, 42:1, 44:1, 45:1, 45:4, 57:2, 57:8, 64:1, 67:8, 67:15, 67:37, 67:45, 67:60, 76:2, 83:4, 83:10, 90:1, 118:4, 118:5, 121:1
Declaratory relief, 67:37
Defenses, 3:16, 15:10, 34:1, 37:1 to 37:28, 45:4, 67:8, 67:37, 76:2, 121:1
Direct threat, 34:2, 37:6, 37:24, 83:11
Drug use, 15:8, 34:2, 36:4, 37:9, 39:2, 39:3, 67:8, 76:2, 83:1, 90:1
Duration of impairment, 34:2
Eleventh amendment, 15:3, 37:25, 42:1, 83:11, 118:4
Equitable tolling, 3:16, 37:3, 83:13
Essential functions of job, 34:1 to 37:1, 37:21, 83:4
Estoppel, 3:16, 15:8, 35:1, 37:3, 37:14, 67:8, 67:30, 67:37, 67:45, 76:2, 83:11, 83:13
Evidence, 1:5, 3:16, 6:1, 15:8, 15:22, 20:5, 34:1 to 35:1, 36:4, 37:1, 37:3, 37:20, 37:23, 37:24, 57:2,

DISABILITIES—Cont'd

57:8, 57:13, 64:1, 67:8, 67:15, 67:37, 67:45, 67:60, 74:3, 76:2, 83:4, 83:8, 83:10, 83:11, 118:5, 121:1
Examinations, 34:1 to 36:5, 37:1, 57:2, 67:8, 83:1, 83:8, 83:10, 83:11, 84:1
Exclusions, 67:8, 67:45, 67:60, 83:1
Exclusivity, 76:2
Family and Medical Leave Act, 15:3, 15:15, 34:2, 57:2, 57:8, 57:11, 57:13, 61:3, 64:1, 76:2, 121:8
Flexible leave, 6:1
Front pay, 3:16, 34:1, 41:1, 64:1, 67:15, 67:37
Harassment, 3:16, 6:1, 15:8, 15:15, 15:22, 34:1 to 35:1, 64:1, 67:15, 67:30, 76:2, 83:4, 83:8, 83:13
Health insurance, 6:1, 15:8, 57:2, 67:8, 67:15, 67:37, 67:45, 67:60, 121:1, 121:2, 121:8
Hearings, 15:8
HIV status, 15:8
Immunity, 15:3, 15:8, 15:22, 37:5, 37:25, 42:1, 67:15, 76:2, 83:11, 118:4, 118:5
Impairment, 15:8, 15:10, 34:1 to 35:1, 37:1, 37:2, 37:27, 40:2, 45:1, 57:2, 57:8, 67:8, 67:45, 81:1, 83:1, 83:4, 83:8, 83:11, 84:1
Individual defendants, 3:16, 15:8, 15:22
Injunctive relief, 3:16, 15:3, 15:22, 34:1, 37:13, 67:37, 118:5
Inquiries, 15:8, 15:10, 15:22, 36:1 to 36:5, 67:8, 67:15, 67:45, 83:10, 83:11, 121:1
Insurance, 3:16, 6:1, 15:8, 15:22, 20:5, 35:1, 37:1, 37:10, 37:14, 57:2, 61:3, 67:8, 67:15, 67:30, 67:37, 67:45, 67:60, 76:2, 121:1, 121:2, 121:8
Interactive process, 34:1, 37:1, 83:10, 83:11
Interest, 3:16, 6:1, 15:8, 15:10, 15:22, 34:2, 36:4, 43:1, 45:1, 57:2, 64:1, 67:8, 67:30, 67:37,

DISABILITIES—Cont'd

67:45, 67:60, 74:3, 76:2, 118:4, 118:5, 121:2
 Interference, 15:8, 42:1, 57:2, 57:13, 64:1, 67:8, 67:15, 67:37, 67:45, 67:60, 74:3, 76:2, 83:1
 Investigations, 15:8, 15:22, 121:8
 Issue preclusion, 37:16
 Job restructuring, 34:1 to 37:1, 83:1, 84:1
 Judicial estoppel, 37:14, 83:11
 Learning disabilities, 83:4, 84:1
 Leave of absence, 6:1, 37:1, 57:11, 67:8
 Major life activity, 34:1 to 35:1, 37:19, 37:21, 39:2, 81:1, 83:1, 83:4, 83:8
 Mental disabilities, 34:1, 67:8
 National Labor Relations Act, 67:60
 Notices, 61:3, 67:8, 67:37
 Perceived disability, 34:2, 83:4
 Physical requirements, 34:2, 37:26, 67:8, 83:1
 Preemployment inquiries, 36:2
 Privacy rights, 121:1
 Procedure, 1:5, 3:16, 6:1, 15:8, 15:15, 37:11, 40:1, 44:1, 45:2, 67:8, 67:37, 67:45, 67:60, 74:3, 76:2, 84:1, 90:1
 Punitive damages, 3:16, 34:1, 34:2, 37:20, 41:1, 64:1, 67:37, 76:2, 83:1, 121:1
 Qualification standards, 37:5, 37:6
 Reasonable accommodation, 34:1 to 35:1, 36:5, 37:1, 37:5, 37:14, 37:17, 37:21, 38:2, 41:1, 42:1, 43:1, 44:1, 45:2 to 45:4, 67:8, 83:1, 83:4, 83:8, 83:10, 83:11, 84:1, 90:1, 121:1
 Reassignment, 6:1, 15:8, 34:1 to 35:1, 37:1, 57:13, 64:1, 83:1, 83:8, 83:10
 Record of disability, 35:1
 Rehabilitation Act, 15:15, 34:1 to 35:1, 37:25, 41:1, 42:1, 43:1, 44:1, 74:3, 76:2, 81:1, 82:3, 83:1, 83:4, 83:8, 83:10, 83:11, 83:13, 84:1, 90:1, 121:2
 Reinstatement, 3:16, 6:1, 15:8, 34:1 to 39:2, 43:1, 57:13, 64:1,

DISABILITIES—Cont'd

67:15, 67:37, 76:2, 83:1
 Remedies, 15:8, 15:15, 34:1, 37:28, 41:1, 42:1, 45:1, 67:37, 67:45, 67:60, 76:2, 81:1, 83:1, 83:11, 83:13, 90:1, 121:1
 Request for accommodation, 6:1, 15:22, 34:2, 35:1, 37:1, 83:8, 83:10, 83:11
 Retaliation, 1:5, 3:16, 6:1, 15:8, 15:15, 15:22, 34:1, 35:1, 37:19, 37:28, 41:1, 42:1, 57:2, 57:13, 64:1, 67:15, 74:3, 76:2, 83:8, 83:11, 118:5, 121:1
 Seniority, 6:1, 15:8, 20:5, 34:2, 37:1, 37:3, 37:23, 45:1
 Serious health condition, 57:2, 57:8, 57:11, 57:13, 61:3, 64:1
 Statute of limitations, 3:16, 37:3, 67:37, 83:13
 Substantially limits, 34:1 to 39:2, 57:2, 57:8, 81:1, 83:4, 83:8, 84:1
 Undue hardship, 34:1 to 37:1, 37:26, 41:1, 43:1, 45:4, 83:1, 83:10, 83:11, 84:1
 Unfair labor practices, 74:3
 Waiver, 3:16, 15:3, 15:8, 15:22, 20:5, 37:25, 61:3, 67:8, 67:15, 67:45, 76:2, 83:11, 83:13
 Work activities, 34:2, 67:8

DISABILITY BENEFITS

Americans with Disabilities Act, 37:14, 57:2, 67:8, 67:15, 67:60
 Compensation, 3:1, 4:4, 20:5, 57:2, 67:5, 67:8, 67:10, 67:20, 67:23, 67:30, 67:32, 67:34 to 67:37, 67:39, 67:40, 67:45, 67:49, 67:50, 67:53, 67:57, 67:60, 75:12, 76:8, 83:7, 117:1
 Continued disability, 67:8
 Coordination of benefits, 67:8, 67:37
 Eligibility for benefits, 67:8, 67:39, 67:45
 Employee Retirement Income Security Act, 57:2, 67:5, 67:8, 67:10, 67:15, 67:17, 67:20, 67:23, 67:30, 67:32, 67:34 to 67:37, 67:39, 67:40, 67:45, 67:49, 67:50, 67:53, 67:57, 67:60

INDEX

DISABILITY BENEFITS—Cont'd

Life insurance, 57:2, 67:5, 67:8,
67:20, 67:23, 67:30, 67:32,
67:34 to 67:37, 67:39, 67:40,
67:45, 67:49, 67:50, 67:53,
67:60
Medical benefits, 67:8, 67:15, 67:23,
67:36, 67:37, 67:39, 67:53
Offsets, 67:8, 67:30, 67:40, 67:49
Preexisting conditions, 67:8
Qdros, 67:34, 67:50
Retirement plans, 67:10, 67:20,
67:34, 67:40, 67:45, 67:53,
67:57, 67:60
Statute of limitations, 3:1, 67:20,
67:23, 67:32, 67:34, 67:37,
67:53
Taxation, 67:34, 67:53
Waiting period, 67:5, 67:8, 67:60

DISASTERS

Worker Adjustment and Retraining
Notification Act, 50:17

DISCIPLINE

Attendance problems, 4:3
Attitude problems, 4:5
Backpay, 4:4, 8:2
Burden of proof, 6:3, 6:5, 7:1, 8:1,
8:2, 10:7, 14:3, 15:8, 22:6,
57:13, 98:1
Compensation, 1:1, 2:1, 3:1, 3:2, 3:9,
4:3 to 4:5, 4:12, 8:1, 8:2, 10:7,
12:4, 12:5, 12:7, 14:3, 15:8,
15:9, 15:11, 15:21, 18:5, 22:6,
22:7, 26:3, 26:6, 26:7, 64:1,
67:30, 68:5, 68:6, 73:1, 74:3,
75:5, 75:7, 75:10, 75:12, 76:2,
76:8, 80:4, 80:6
Customers, 4:4, 4:5, 5:1, 6:5, 7:1,
10:2, 22:6, 76:2
Endangering health and safety, 83:1
Evidence, 2:1, 3:1, 3:2, 3:9, 4:2 to
4:5, 4:12, 5:1, 6:3, 6:5, 7:1, 8:1
to 10:2, 10:7, 14:1, 14:3, 15:5,
15:8, 15:9, 15:11, 15:13, 15:21
to 15:23, 15:25, 22:2, 22:6 to
22:8, 22:10, 57:13, 64:1, 74:3,
75:4, 75:7, 75:10, 75:12, 76:2,
76:8, 76:9, 79:3, 83:5, 97:6,
98:1, 108:1

DISCIPLINE—Cont'd

Fighting, 15:9
Forum, 2:1, 3:1, 4:4, 6:3, 12:5, 15:9,
15:21, 15:22, 18:5, 26:7, 68:6,
75:7, 76:2, 80:6
Front pay, 4:12, 10:2, 10:7, 64:1,
73:1
Harassment, 1:1, 2:1, 3:1, 3:2, 3:9,
4:2 to 4:5, 4:12, 5:1, 6:3, 6:5,
7:1, 8:1 to 10:2, 10:7, 14:1,
14:3, 15:5, 15:8, 15:9, 15:11,
15:13, 15:22, 15:23, 22:2, 22:6
to 22:8, 22:10, 26:6, 26:7, 64:1,
67:30, 75:4, 75:10, 76:2, 76:8
Illegal conduct, 4:12, 10:7, 15:22,
22:8, 76:2
Insubordination, 3:1, 4:3 to 4:5, 8:1,
8:2, 10:7, 15:8, 15:9, 15:11,
15:21, 15:22, 22:7, 22:8, 22:10,
75:10, 76:2
Intent to discriminate, 10:7
Iowa, 4:3 to 4:5, 7:1, 15:8, 15:9,
15:13, 15:22, 74:3, 75:10,
75:12, 76:2, 76:8, 76:9, 79:3,
83:5
National Labor Relations Board, 76:2
Performance standards, 22:6, 57:13,
73:1
Prima facie case, 2:1, 3:9, 4:2 to 4:5,
4:12, 5:1, 7:1, 8:2, 14:3, 22:2,
22:6 to 22:8, 22:10, 57:13,
64:1, 76:2, 76:9
Remedies, 3:1, 4:4, 6:3, 6:5, 8:1 to
10:2, 10:7, 15:8, 15:11, 15:13,
15:21, 22:2, 22:6 to 68:6, 73:1,
75:7, 76:2, 76:8, 76:9, 83:1,
90:1
Retaliation, 1:1, 2:1, 3:1, 3:2, 3:9,
4:2 to 4:5, 4:12, 5:1, 6:3, 6:5,
7:1, 8:1 to 10:2, 10:7, 14:1,
14:3, 15:5, 15:8, 15:9, 15:11,
15:13, 15:21 to 15:23, 15:25,
18:7, 22:2, 22:6 to 22:8, 22:10,
26:6, 57:13, 64:1, 67:14, 73:1,
74:3, 75:10, 76:2, 76:8
State law, 2:1, 3:2, 3:9, 4:4, 4:5,
4:14, 5:1, 6:3, 6:5, 7:1, 8:2,
10:7, 14:3, 15:5, 15:8, 15:9,
15:11, 15:13, 15:22, 15:23,
22:8, 26:3, 76:2, 90:1

DISCIPLINE—Cont'd

Termination of employment, 22:7,
74:3, 75:10, 76:2, 90:1
Uniformed service members, 2:1
Unworthy of belief, 4:3, 4:5

DISCLAIMERS

Termination of employment, 75:10

DISCLOSURES

Age Discrimination in Employment
Act, 3:12, 21:11
Americans with Disabilities Act,
121:8
Employee Polygraph Protection Act,
104:1
Individual retirement accounts, 67:9
Title VII, 3:12, 8:2, 21:11, 118:11

DISCOUNTS

Collective bargaining agreements,
67:23
Employee discounts, 75:2
Highly compensated employees, 67:7

DISCOVERY

Admissibility, 3:18, 22:6, 22:7
Affirmative action plans, 4:3, 8:1,
88:1
Aliens, 3:2, 15:22
Arbitration forums, 3:16, 4:4, 4:5
Attorney-client privilege, 15:22,
67:4, 67:43, 67:50
Burdensome, 3:2, 3:12, 3:13, 15:8,
67:23, 67:50, 67:53
Class action, 3:1, 3:11, 4:18, 6:1,
9:2, 15:21, 21:2, 23:2, 67:40,
67:43, 67:49, 67:50, 77:3, 117:1
Class actions, 3:1, 3:9, 3:11, 3:18,
4:20, 21:2, 21:3, 46:1, 67:8,
67:40, 118:11
Computer data, 22:8
Defenses, 3:2, 3:9, 3:11, 3:16, 4:18,
15:24, 19:1, 21:2, 23:2, 67:3,
67:8, 67:17, 67:37, 67:40,
67:41, 67:53, 73:7, 76:2, 76:4,
117:1
Depositions, 3:11, 3:12, 3:14, 4:5,
15:8, 15:9, 15:22, 19:1, 23:3,
67:43, 67:50, 77:7, 104:1,

DISCOVERY—Cont'd

115:19, 117:2, 118:11, 118:15,
120:1, 120:6
Discharge cases, 4:3, 76:1
Ex parte communications, 15:8
Expert testimony, 3:12, 4:10, 22:6,
22:8, 67:8, 67:37, 118:15, 120:1
Expert witnesses, 32:1, 67:50, 120:1
General discussion, 3:11
Harassment, 3:1, 3:2, 3:9, 3:11, 3:12,
3:14, 3:16, 3:18, 4:3 to 4:5,
4:18, 4:21, 6:1, 8:1, 9:2, 14:1,
15:6, 15:8, 15:9, 15:13, 15:20,
15:22, 21:3, 22:6 to 22:8,
67:15, 67:50, 73:2, 76:1, 76:2,
76:4, 118:8, 118:11, 119:1
Hostile environment, 3:1, 3:9, 3:11,
3:12, 3:14, 3:16, 4:4, 4:5, 6:1,
8:1, 9:2, 15:9, 15:13, 15:20,
15:22, 22:6, 76:1, 76:2, 118:8
Interrogatories, 3:12, 3:16, 15:9,
15:22, 19:1 to 21:1, 21:6, 21:11,
67:50, 73:7, 118:11, 118:15,
120:4
Motion practice, 21:1
Names, 3:1, 3:2, 3:12, 3:14, 3:16,
6:1, 15:8, 19:1, 23:2, 67:23,
67:40, 73:2
National origin discrimination, 3:1,
3:2, 3:7, 3:12, 4:4, 8:1
Potential class members, 67:40
Privacy, 3:12, 4:4, 8:1, 15:6, 15:8,
15:13, 15:22, 15:24, 21:11,
67:4, 67:8, 67:53, 73:2, 76:1,
76:2, 76:4
Privilege, 3:1, 3:2, 3:12, 4:3, 6:1,
15:6, 15:9, 15:22, 21:11, 22:6,
22:8, 67:4, 67:43, 67:50, 73:2,
76:4, 111:6, 118:8, 118:11
Privileged information, 8:1
Production of documents, 12:8, 18:8,
19:1, 19:2, 68:9, 73:7, 118:15,
120:4
Protective orders, 3:12
Psychotherapist-patient privilege,
3:12
Putative class members, 3:11, 21:2,
67:8, 67:40
Racial harassment, 3:1, 3:16, 8:1,
14:1, 15:13

INDEX

DISCOVERY—Cont'd

Recordkeeping requirements, 3:12
Relevance, 3:1, 3:2, 3:12, 3:16, 3:18, 4:3, 4:5, 8:1, 15:9, 22:6 to 22:8, 67:8, 67:53
Relief, 3:1, 3:9, 3:11, 3:14, 3:16, 3:18, 4:3, 4:4, 4:18, 4:20, 9:2, 15:6, 15:8, 15:9, 15:20 to 15:22, 15:24, 21:2, 21:3, 21:6, 21:11, 22:6, 22:7, 46:1, 67:8, 67:15, 67:17, 67:37, 67:40, 67:46, 67:49, 67:50, 67:53, 73:2, 76:2, 98:1, 104:1, 109:1, 115:2, 117:1, 117:2, 118:5, 118:8, 118:11, 118:15, 119:1, 120:1, 120:4
Sanctions, 3:9, 3:12, 3:17, 4:5, 15:8, 15:9, 21:11, 22:8, 67:43, 67:50, 75:7, 109:1, 115:19, 117:1, 118:5, 118:8, 118:11, 119:1
Scope of discovery, 21:11
Sexual harassment claims, 3:1, 3:12, 15:8
Spoliation, 3:12, 3:14, 3:16, 4:5
Statistical information, 111:6
Summary judgment, 3:1, 3:7, 3:9, 3:12, 3:14, 3:16, 3:18, 4:3 to 4:5, 4:18, 6:1, 8:1, 9:2, 15:9, 15:13, 15:22, 15:24, 19:1 to 21:2, 21:6, 21:11, 21:12, 22:6 to 22:8, 23:3, 46:1, 67:8, 67:15, 67:17, 67:40, 67:41, 67:43, 67:46, 67:50, 73:2, 73:7, 76:1, 76:2, 77:7, 98:1, 104:1, 109:1, 117:1, 117:2, 118:5, 118:8, 118:11, 119:1
Tenure discrimination, 3:12
Testers, 14:1
Time limitations, 118:11
Work product privilege, 3:12, 67:43

DISCRIMINATION

Alabama, 4:3, 4:5, 4:8, 4:16, 4:20, 6:1, 6:3 to 6:5, 8:1, 10:2, 10:4, 14:3, 15:3, 15:9, 15:14, 29:9, 29:14, 55:1, 57:13, 67:15, 67:37, 67:41, 67:45, 67:50, 67:53, 67:54, 76:2, 81:1, 83:3, 83:4, 83:10, 83:11
Alaska, 6:3, 14:2, 16:1, 67:37, 73:1 to 74:3, 75:10, 75:12, 76:1,

DISCRIMINATION—Cont'd

76:2, 76:8, 81:1, 118:5, 121:3
Arizona, 3:1, 4:3, 5:1, 6:7, 10:7, 67:5, 67:45, 67:50, 67:53, 74:3, 75:10
Arkansas, 3:1, 3:6, 3:16, 3:18, 4:2, 4:3, 4:5, 4:8, 4:17, 6:3, 6:5, 8:2, 10:4, 10:6, 10:7, 14:3, 15:3, 15:5, 15:9, 15:11, 15:13, 15:21, 15:22, 20:2, 21:3, 22:6, 29:10, 34:1 to 37:1, 37:28, 55:2, 67:45, 67:50, 67:53, 75:10, 76:1, 76:2, 76:8, 83:11, 118:9, 118:11
California, 2:1, 3:1, 3:6, 3:9, 3:14, 3:16, 3:18, 4:2 to 4:5, 4:10, 4:12, 4:15, 4:19, 5:1, 6:1, 6:3 to 6:5, 7:1, 8:2, 10:2, 10:5, 14:1, 14:3, 15:3, 15:9, 15:14, 15:22, 20:5, 20:6, 21:3, 21:8, 22:6, 22:7, 22:15, 35:1, 37:1, 42:1, 67:5, 67:29, 67:37, 67:38, 67:41, 67:43, 67:45, 67:50, 67:53, 67:54, 67:56, 73:2, 74:2, 75:10, 75:12, 76:2, 76:6, 83:3, 83:5, 83:11, 117:1 to 118:2, 118:5, 118:8, 121:4
Colorado, 2:1, 3:7, 4:4, 4:5, 4:12, 4:20, 6:1, 6:4, 6:5, 8:2, 10:7, 15:3, 15:9, 22:15, 67:50, 67:53, 73:2, 74:2, 75:12, 75:17, 76:1, 83:5, 117:2
Connecticut, 4:2, 4:3, 4:5, 4:9, 4:17, 7:1, 15:9, 15:22, 22:9, 67:5, 67:37, 67:38, 67:41, 67:43, 67:45, 67:53, 67:54
Delaware, 2:1, 3:1, 4:14, 7:1, 8:1, 8:2, 10:7, 15:3, 15:11, 21:2, 21:3, 29:14, 75:10, 75:12, 75:17, 76:2, 76:8, 83:1, 83:3, 118:8 to 118:10, 120:4
District of Columbia, 3:1, 3:9, 3:12, 3:14, 3:16, 4:3, 4:5, 4:12, 6:3, 6:4, 8:2, 10:3, 10:4, 10:7, 15:13, 20:2, 21:3, 21:8, 29:8, 29:9, 34:1 to 37:1, 50:8, 67:38, 67:53, 73:2, 76:1, 76:8, 81:1, 83:1, 83:10, 84:1, 118:8, 118:9, 118:11
Florida, 2:1, 3:6, 3:9, 3:11, 3:14, 4:2, 4:4 to 4:6, 4:12, 4:16, 6:4, 6:7,

DISCRIMINATION—Cont'd

8:2, 10:4, 10:7, 14:1, 15:3,
15:14, 15:22, 20:2, 21:3, 21:9,
21:11, 22:6 to 22:8, 29:10,
57:12, 57:13, 64:1, 67:41, 74:3,
76:2, 83:1, 90:1, 118:1, 118:5,
118:8
Georgia, 3:1, 3:14, 3:16, 3:18, 4:2,
4:3, 4:5, 4:8, 5:1, 8:1, 8:2, 10:4,
14:3, 15:9, 15:11, 15:18, 15:20,
15:22, 21:8, 21:9, 21:11, 21:15,
22:6, 29:7, 29:10, 55:1, 67:5,
67:15, 67:45, 67:50, 67:53,
67:60, 76:2, 83:12, 111:6,
117:1, 117:2, 118:5, 118:7 to
118:9, 118:11
Hawaii, 3:6, 15:22, 67:53, 104:1
Idaho, 3:14, 15:9, 15:11, 49:3, 75:10,
75:12, 76:1, 76:2, 76:6, 76:8,
81:1, 90:1, 117:1, 118:5
Illinois, 2:1 to 3:2, 3:6, 3:9, 3:12,
3:16, 3:18, 4:1 to 4:5, 4:7, 4:8,
4:10, 4:12, 4:13, 4:16 to 4:18,
5:1, 6:1, 6:3 to 6:5, 6:8, 8:1 to
11:1, 15:9 to 15:11, 15:21,
15:22, 20:2, 21:2, 21:3, 21:6,
21:12, 22:2, 22:4, 22:6 to
22:10, 29:10, 35:1, 37:3, 49:3,
55:2, 67:5, 67:37, 67:38, 67:45,
67:53, 67:60, 76:1, 76:2, 76:6,
111:3, 117:1, 118:1, 118:5,
118:8, 118:9
Indiana, 3:1, 4:3, 4:5, 4:17, 4:18, 6:3
to 6:5, 6:8, 7:2, 8:1, 8:2, 10:7,
14:3, 15:3, 15:11, 15:16, 15:18,
21:3, 21:6, 22:2, 22:6, 22:10,
22:12, 34:2, 37:1, 67:15, 67:45,
73:2, 75:10, 76:1, 76:2, 83:8,
83:10, 83:11, 118:8, 121:2
Iowa, 3:6, 4:3 to 4:6, 6:1, 7:1, 10:6,
15:9, 15:10, 15:13, 15:22, 20:2,
22:9, 22:15, 29:8, 29:10, 29:14,
35:1, 55:1, 57:1, 67:5, 73:2,
74:3, 75:10, 75:12, 76:1, 76:2,
76:6, 76:8, 81:1, 83:5, 83:7,
111:6, 118:11
Kansas, 2:1, 3:1, 3:6, 3:14, 3:18, 4:2
to 4:5, 4:12, 4:16 to 4:18, 5:1,
6:3 to 6:5, 6:10, 7:1, 8:1 to
10:2, 10:7, 14:3, 15:9, 15:11,
15:13, 15:22, 16:1, 22:6, 29:7,

DISCRIMINATION—Cont'd

29:10, 55:1, 67:5, 67:45, 67:53,
74:3, 75:5, 75:10, 76:2, 83:1,
111:6, 117:3, 118:5, 118:8,
118:9, 118:11
Kentucky, 3:16, 6:1, 15:10, 15:11,
15:13, 15:20, 15:22, 15:24,
21:3, 21:6, 21:9, 22:6, 22:12,
57:13, 67:15, 67:37, 67:41,
67:45, 67:50, 67:53, 73:1 to
76:2, 76:8
Louisiana, 3:1, 3:9, 3:14, 3:18, 4:3,
6:3, 6:5, 8:2, 15:21, 22:7, 22:8,
22:15, 29:14, 34:2, 35:1, 37:1,
67:41, 67:43, 67:45, 67:53,
76:1, 83:7, 118:2, 118:11
Maine, 3:16, 7:1, 8:2, 10:4, 15:15,
34:2, 37:1, 42:1, 67:53, 73:1,
75:10, 83:4, 117:1
Maryland, 2:1, 3:1, 3:2, 3:14, 4:5,
4:17, 5:1, 6:5, 14:3, 15:10,
15:13, 15:14, 22:6, 22:10, 29:2,
35:1, 55:1, 64:1, 67:53, 73:2,
75:12, 76:2, 83:5, 83:12, 117:2
Massachusetts, 2:1, 3:7, 3:12, 3:14,
3:16, 3:18, 4:2, 4:12, 6:5, 6:8,
8:1, 8:2, 10:4 to 10:7, 15:3,
15:11, 15:13, 15:19, 20:2, 67:5,
67:37, 67:45, 67:53, 74:2,
75:12, 76:2, 109:1
Michigan, 2:1, 3:16, 3:18, 4:2 to 4:5,
4:14, 6:1, 8:2, 10:3, 10:4, 11:1,
14:1, 15:3, 15:11, 15:15, 15:21,
22:6, 22:10, 22:12, 29:10,
57:13, 67:5, 67:37, 67:38,
67:41, 67:43, 67:45, 67:50,
67:53, 73:1, 76:8, 83:8
Minnesota, 3:14, 4:3 to 4:5, 4:17,
5:1, 6:4, 6:8, 7:1, 8:2, 10:7,
14:3, 15:3, 15:20, 21:3, 21:12,
22:5, 22:6, 22:14, 34:1 to 37:1,
67:5, 67:37, 67:50, 67:53, 76:6
Mississippi, 1:5, 2:1, 3:1, 3:11, 3:14,
4:2, 4:5, 4:10 to 4:12, 4:17, 6:3,
7:1, 7:2, 10:7, 15:9, 15:11,
15:13, 15:14, 15:22, 20:2, 21:3,
21:11, 22:6, 22:8, 22:12, 34:2,
55:1, 73:2, 74:2, 75:10, 75:12,
76:1, 76:8
Missouri, 2:1, 3:16, 4:2 to 4:5, 4:8,
4:20, 6:4, 7:1, 8:1, 10:4, 10:7,

INDEX

DISCRIMINATION—Cont'd

15:9, 15:22, 21:6, 22:6, 22:12,
27:1, 29:7, 34:2, 35:1, 37:1,
55:1, 55:2, 67:50, 73:1 to 76:2,
118:8 to 118:11, 120:4
Montana, 22:8, 67:53, 75:10, 75:12,
76:2, 76:6
Nebraska, 4:4, 4:8, 4:11, 8:2, 10:7,
15:7, 15:9, 15:11, 15:13, 34:2,
67:41, 67:53, 76:2, 83:4
Nevada, 3:14, 4:2, 4:14, 6:4, 15:3,
15:13, 15:19, 20:2, 67:5, 76:2,
76:6, 117:3
New Hampshire, 3:1, 3:16, 6:4,
15:24, 29:12, 55:1, 67:53, 73:1
New Jersey, 2:1, 3:1, 3:5, 3:12, 3:16,
3:18, 4:8, 4:9, 4:12, 7:1, 14:3,
15:3, 15:11, 15:16, 16:1, 22:7,
22:10, 22:14, 29:2, 29:10, 67:5,
67:37, 67:41, 67:43, 67:45,
67:53, 67:54, 67:60, 75:12,
76:2, 76:6, 117:1, 117:2, 118:8
to 118:11
New Mexico, 4:2, 4:5, 4:16, 6:1, 6:4,
6:5, 8:2, 15:3, 15:9, 15:13,
15:22, 75:10, 76:1, 76:2, 83:8,
83:10, 121:2
New York, 2:1 to 3:1, 3:5 to 3:7, 3:9,
3:11, 3:12, 3:14 to 3:16, 3:18,
4:2 to 4:5, 4:8 to 4:10, 4:12,
4:16, 4:20, 5:1, 6:3 to 6:5, 6:8,
6:10, 7:1, 8:1 to 10:4, 10:7,
11:1, 14:1 to 14:3, 15:3, 15:5,
15:9, 15:11, 15:13 to 15:16,
15:18, 15:20, 15:22, 20:1 to
20:3, 21:1, 21:2, 21:4, 21:7 to
21:9, 22:6 to 22:10, 22:15,
29:2, 29:10, 34:2, 35:1, 42:1,
57:13, 67:5, 67:37, 67:41,
67:45, 67:50, 67:53, 67:60,
73:2, 75:10, 76:2, 76:8, 83:1,
83:3, 83:5, 83:8 to 83:11, 117:1
to 118:2, 118:8 to 118:11,
121:1, 122:1
North Carolina, 2:1, 3:7, 4:16, 15:5,
15:9, 15:22, 22:6, 39:3, 67:45,
75:10, 83:4, 111:3, 111:8, 118:8
North Dakota, 34:2, 75:10, 76:1,
76:2, 76:8, 118:8
Ohio, 2:1, 3:9, 3:11, 3:12, 4:2, 4:3,
4:10, 4:12, 6:1, 6:4, 6:5, 7:1,

DISCRIMINATION—Cont'd

8:1 to 10:1, 10:3, 10:4, 10:7,
15:3, 15:5, 15:7, 15:9, 15:11,
15:15, 15:18, 15:19, 15:21,
15:24, 19:1, 20:5, 20:6, 21:2,
21:9, 22:2, 22:4 to 22:6, 22:10,
29:10, 34:2, 37:5, 42:1, 55:1,
55:2, 57:12, 57:13, 64:1, 67:5,
67:37, 67:38, 67:45, 67:50,
67:53, 67:56, 73:1 to 74:2,
75:10, 76:1, 76:2, 76:8, 81:1,
83:2, 83:3, 83:5, 83:7, 83:8,
83:11, 104:1, 117:1 to 121:1
Oklahoma, 2:1, 3:1, 3:6, 3:14, 4:3,
4:5, 4:12, 6:3, 8:1, 10:3, 15:5,
15:9, 15:11, 15:13, 15:16,
15:22, 21:11, 22:2, 22:6, 29:9,
34:2, 67:45, 67:53, 67:60, 73:2,
74:3, 75:10, 76:2, 76:8, 121:9
Oregon, 7:2, 14:3, 15:2, 15:9, 15:10,
15:13, 29:2, 29:7, 29:14, 67:45,
76:2, 76:8
Pennsylvania, 2:1, 3:1, 3:12, 3:16,
4:2 to 4:5, 4:8, 4:10, 4:17, 4:18,
5:1, 6:3, 6:5, 7:1, 8:1 to 10:2,
10:4, 14:3, 15:3, 15:9, 15:11,
15:16, 20:1, 20:7, 21:2, 21:8,
21:11, 22:8, 22:15, 29:8, 67:37,
67:41, 67:45, 67:50, 67:60,
73:2, 74:3, 75:10, 76:8, 83:1,
83:11, 117:2 to 118:2, 118:8,
118:9, 118:11, 120:4, 121:1,
121:3
Rhode Island, 4:18, 6:8, 15:2, 34:2,
83:7, 118:5
South Carolina, 8:1, 67:45, 76:1
Tennessee, 1:4, 3:6, 3:14, 3:18, 4:3,
4:5, 4:12, 4:18, 9:3, 15:11,
15:21, 16:1, 20:2, 21:9, 22:4,
22:6 to 22:8, 22:10, 22:12,
34:2, 37:1, 37:28, 55:1, 57:13,
67:53, 67:60, 74:2, 76:2, 83:2,
83:8, 90:1
Texas, 1:2, 2:1, 3:1, 3:11, 3:12, 3:14,
3:16, 3:18, 4:3 to 4:7, 4:12,
4:17, 6:1, 6:3 to 6:5, 6:8, 7:1,
8:1, 8:2, 10:7, 14:3, 15:9, 15:11
to 15:13, 15:16, 15:22, 20:1,
21:5, 21:8, 21:9, 21:13, 22:4 to
22:8, 22:10, 22:12, 22:13,
22:15, 29:10, 34:2, 37:1, 55:1,

DISCRIMINATION—Cont'd

55:2, 57:13, 67:38, 67:45,
67:50, 67:53, 67:60, 76:1, 76:2,
76:8, 83:8, 83:11, 109:1, 111:2,
111:5, 117:2, 118:2, 118:9,
118:11, 120:4
Utah, 2:1, 3:1, 3:4, 3:12, 3:14, 3:18,
4:2, 4:3, 6:1, 6:5, 8:1, 15:3,
15:9, 29:14, 35:1, 37:1, 74:2,
75:10, 75:12, 76:2, 76:3, 76:8,
81:1, 83:11, 118:11
Vermont, 10:6, 67:5, 67:53, 67:60,
73:2, 75:10, 76:2, 83:13
Virginia, 1:4, 3:1, 3:9, 3:16, 3:18,
4:2, 4:4, 4:5, 4:17, 4:19, 6:8,
15:13, 15:14, 22:4, 22:6, 29:1,
29:2, 29:7, 29:9, 29:10, 29:14,
34:1 to 35:1, 37:1 to 42:1,
57:12, 57:13, 67:5, 67:37,
67:45, 67:50, 67:53, 73:1 to
76:2, 83:10, 83:12, 117:2,
118:1, 118:2, 118:8, 118:11
Washington, 1:4, 3:1, 3:6, 3:11, 3:14,
3:16, 3:18, 4:4, 4:5, 4:8, 4:12,
4:14, 5:1, 6:1, 6:4, 6:5, 6:8, 7:1,
8:1 to 14:1, 15:7, 15:12, 15:13,
15:21, 15:22, 21:3, 21:12, 22:6
to 22:8, 29:7, 29:12, 34:2, 37:1,
37:3, 49:3, 57:13, 67:5, 67:37,
67:43, 67:53, 73:2, 75:10, 76:1,
76:2, 76:8, 83:5, 83:8, 83:11,
83:13, 111:5, 113:3, 118:8,
118:9, 118:11
West Virginia, 57:12, 57:13, 67:50,
76:2, 117:2, 118:1, 118:2, 118:8,
118:11
Wisconsin, 3:1, 3:9, 3:12, 3:14, 3:16,
4:2, 4:3, 4:5, 4:14, 4:17, 4:18,
5:1, 6:1, 6:3 to 6:5, 6:8, 14:2,
15:9, 15:13, 15:21, 16:1, 21:8,
22:6, 22:7, 22:15, 29:10, 34:1
to 37:1, 42:1, 67:5, 67:50,
67:53, 76:2, 83:1, 83:3, 83:4,
83:7, 83:8, 83:11, 83:12
Wyoming, 8:2, 11:1, 29:14, 30:2,
67:37, 67:45, 75:10, 75:12,
76:1, 76:8, 118:8

DISCRIMINATORY DISCHARGE

Arbitration, 3:1
Deferral, 1:4, 3:1

**DISCRIMINATORY DISCHARGE
—Cont'd**

Drug testing, 76:2
Due process, 15:16
ERISA, 22:7, 76:2
Free speech, 76:2
Intent, 3:1, 15:16, 22:7, 76:2
Preemption, 76:2
Privacy, 76:2
Public employees, 76:2
Public policy, 15:16, 76:2
Remedies, 1:4, 3:1, 9:2, 15:16, 22:7,
76:2
Retaliation, 1:4, 3:1, 9:2, 15:16,
22:7, 76:2
Self-incrimination, 76:2
Whistleblower statutes, 76:2

DISMISSAL

National Labor Relations Act, 76:1

DISPARATE IMPACT

Adverse employment action, 2:1, 3:1,
3:16, 4:2, 4:5, 5:1, 6:3, 6:4, 7:1,
15:13, 21:12, 22:8, 35:1, 83:8,
83:11
Affirmative action, 1:2, 2:4, 3:12,
3:16, 4:2, 4:4, 4:5, 4:15, 4:19,
6:3, 15:13, 15:14, 16:1, 83:11
Age discrimination claims, 15:13,
22:7
Business necessity standard, 21:12
Civil Rights Act, 1:2, 1:3, 2:1, 2:3,
2:4, 3:1, 3:5, 3:9, 3:11, 3:12,
3:16, 4:2, 4:4, 4:5, 4:7 to 4:12,
4:15, 4:18, 4:19, 4:21, 5:1, 6:1,
6:3, 6:4, 6:7, 6:8, 7:1, 15:13,
21:2 to 22:2, 22:9, 121:9
Comparators, 3:12, 4:5, 15:13
Computer data, 22:8
Congressional intent, 2:1, 15:13
Disability discrimination, 3:1, 3:12,
3:16, 4:4, 15:13, 16:1, 35:1,
83:8, 83:11, 121:1
Four-fifths rule, 4:9, 4:12, 22:9
Generally, 4:2, 4:4, 4:5, 4:7 to 4:12,
4:15, 4:18, 4:19, 4:21
Harassment, 2:1, 3:1, 3:9, 3:11, 3:12,
3:16, 4:2, 4:4, 4:5, 4:12, 4:18,
4:21, 5:1, 6:1, 6:3, 6:4, 7:1,

INDEX

DISPARATE IMPACT—Cont'd

15:13, 16:1, 21:3, 21:9, 22:2, 22:7, 22:8, 35:1, 83:8

Insurance, 2:1, 3:16, 6:1, 6:3, 6:7, 7:1, 15:13, 20:5, 21:2, 21:9, 21:12, 22:2, 22:7, 22:8, 35:1, 67:40, 121:1, 121:2

National origin discrimination, 3:1, 3:12, 4:4, 4:9, 5:1

Neutral employment practices, 4:9, 4:11

Performance, 1:3, 2:1, 3:1, 3:11, 3:12, 3:16, 4:2, 4:4, 4:5, 4:8, 4:10 to 4:12, 4:19, 5:1, 6:1, 6:3, 6:4, 6:8, 7:1, 15:13, 15:14, 16:1, 20:5, 21:3, 21:12, 22:2, 22:7, 22:8, 23:2, 35:1, 67:40, 83:8, 83:9, 83:11, 121:1

Pretext, 2:1, 2:4, 3:9, 3:12, 3:16, 4:2, 4:4, 4:5, 4:8, 4:11, 4:12, 4:15, 4:18, 6:1, 6:3, 7:1, 21:3, 21:12, 22:2, 22:7 to 22:9, 35:1, 67:14, 83:8, 121:1

Public policy, 67:40

Recruiting, 3:1, 4:2, 4:5, 4:8, 4:12, 6:3, 15:14

Rehabilitation Act, 35:1, 83:8, 83:9, 83:11, 121:2

Remedies, 2:3, 3:1, 3:5, 3:11, 3:12, 4:4, 4:9, 4:18, 6:3, 13:2, 15:13, 21:2, 21:3, 21:7, 21:9, 22:2, 22:7, 67:40, 83:11, 121:1, 121:9

Retaliation, 1:2, 2:1, 3:1, 3:9, 3:12, 3:16, 4:2, 4:4, 4:5, 4:9, 4:12, 4:18, 4:21, 5:1, 6:1, 6:3, 6:8, 7:1, 15:13, 16:1, 21:2, 21:3, 21:9, 22:2, 22:3, 22:7, 22:8, 35:1, 67:14, 67:40, 83:8, 83:11, 121:1, 121:9

Sexual orientation, 3:1, 4:12, 6:1, 6:4, 7:1, 15:13

Standard of review, 4:11

Statistical evidence, 3:16, 4:4, 4:5, 4:8, 4:9, 4:12, 6:8, 15:13, 22:2, 22:7 to 22:9

Subjective criteria, 3:11, 4:4, 4:10, 4:19, 21:12, 22:7, 22:9

Tenure, 3:1, 3:12, 4:2, 4:4, 4:5, 4:18, 5:1, 6:3, 6:8, 7:1, 15:13, 22:7, 22:8

DISPARATE IMPACT—Cont'd

Tests, 4:2, 4:5, 4:8 to 4:11, 15:14, 22:8, 22:9, 35:1, 121:1

DISPARATE TREATMENT

Age discrimination, 3:11, 4:12, 15:13, 20:5, 21:2, 21:3, 22:7 to 22:10, 35:1

Allocation of burdens, 4:6

Civil Rights Act, 1:2, 3:1, 3:5, 3:11, 3:14, 3:18, 4:3, 4:5, 4:6, 4:8, 4:12, 4:18, 5:1, 6:1, 6:4, 7:1, 8:1 to 9:2, 14:3, 15:13, 21:2, 21:3, 22:9, 83:12

Class actions, 3:1, 3:5, 3:11, 3:18, 14:3, 21:2, 21:3, 67:40

Comparative evidence, 4:3

Comparators, 4:3, 4:5, 14:3, 15:13

Congressional intent, 15:13

Damages, 3:1, 3:11, 3:18, 4:3, 4:5, 4:12, 9:2, 14:3, 15:13, 21:2, 67:40, 75:12, 83:12, 121:1

Decisionmakers, 4:3, 4:5, 4:12, 6:1, 8:2, 14:3, 22:7, 35:1

Defenses, 3:11, 4:18, 7:1, 14:3, 21:2, 67:40, 121:1

Direct evidence of discrimination, 4:3, 6:1, 7:1, 14:3, 35:1

Disability discrimination, 3:1, 15:13, 35:1, 83:8, 121:1

Discriminatory animus, 3:1, 3:14, 4:3, 4:5, 4:12, 5:1, 6:1, 6:4, 8:2, 14:3, 22:7, 35:1, 121:1

Factual findings, 3:18, 4:8, 67:40

Harassment, 3:1, 3:11, 3:14, 3:18, 4:3, 4:5, 4:12, 4:18, 5:1, 6:1, 6:4, 7:1, 8:1 to 9:2, 14:3, 15:13, 21:3, 22:7, 22:8, 22:10, 35:1, 83:8

Hiring, 1:2, 3:11, 3:14, 4:3, 4:5, 4:8, 4:12, 5:1, 6:1, 7:1, 8:1 to 14:3, 20:5, 21:2, 21:3, 22:7 to 22:10, 35:1, 67:40

Intentional discrimination, 3:1, 3:11, 3:14, 3:18, 4:5, 4:6, 4:8, 4:12, 5:1, 7:1, 14:3, 15:13, 22:7, 22:8, 75:12, 83:12, 121:1

National origin discrimination, 3:1, 5:1, 8:1, 14:3

Nonclass private plaintiffs, 3:5

DISPARATE TREATMENT

—Cont'd

Older employees, 20:5, 21:3, 22:7 to 22:9
 Pretext, 3:14, 3:18, 4:3, 4:5, 4:6, 4:8, 4:12, 4:18, 6:1, 7:1, 8:1 to 14:3, 21:3, 22:7 to 22:10, 35:1, 83:8, 121:1
 Prima facie case, 1:2, 3:5, 3:11, 3:14, 3:18, 4:3, 4:5, 4:6, 4:12, 5:1, 6:1, 6:4, 7:1, 8:2, 14:3, 20:5, 22:7 to 22:10, 35:1, 83:8, 121:1
 Protected class, 3:1, 3:14, 4:3, 4:5, 4:8, 4:18, 5:1, 6:1, 14:3, 15:13, 22:7 to 22:10, 83:8, 121:1
 Public policy, 3:18, 67:40, 75:12
 Punitive damages, 3:11, 3:18, 14:3, 15:13, 83:12, 121:1
 Recruiting, 3:1, 4:5, 4:8, 4:12
 Rehabilitation Act, 35:1, 83:8, 83:12
 Religious discrimination, 4:3, 7:1
 Remedies, 3:1, 3:5, 3:11, 3:14, 4:18, 8:1 to 9:2, 15:13, 21:2, 21:3, 22:7, 67:40, 83:12, 121:1
 Retaliation, 1:2, 3:1, 3:14, 3:18, 4:3, 4:5, 4:12, 4:18, 5:1, 6:1, 7:1, 8:1 to 9:2, 14:3, 15:13, 21:2, 21:3, 22:7, 22:8, 22:10, 35:1, 67:40, 83:8, 121:1
 Same actor inference, 22:7
 Sexual orientation, 3:1, 4:12, 6:1, 6:4, 7:1, 8:2, 15:13
 Standard of review, 3:18
 Statistical evidence, 4:5, 4:8, 4:12, 15:13, 22:7 to 22:9
 Strength, 4:8, 4:12, 6:4, 7:1, 22:8

DISPATCHERS

Compensation, 15:8

DISTRIBUTIONS

Collective bargaining agreements, 67:5, 67:16
 National Labor Relations Act, 67:5

DISTRICT OF COLUMBIA

Affirmative action plans, 4:3
 Age Discrimination in Employment Act, 3:12, 10:7, 15:13, 20:2, 21:3, 21:8, 50:8

DISTRICT OF COLUMBIA

—Cont'd

Age discrimination, 3:12, 4:12, 10:7, 15:13, 20:2, 21:3, 21:8, 50:8, 67:53, 118:11
 Assessments, 4:3, 4:5, 4:12, 15:8, 15:13
 Assignments, 3:12, 3:16, 4:3, 4:12, 6:3, 6:4, 8:2, 15:8, 15:13, 21:3, 34:2, 67:53, 76:4, 76:8
 At-will employment, 3:16, 15:8, 15:13, 73:2, 76:1
 Compensation, 3:1, 3:9, 3:12, 3:16, 4:3, 4:5, 4:12, 6:4, 8:2, 10:4, 10:7, 15:8, 21:3, 34:1 to 37:1, 57:2, 67:38, 67:53, 73:2, 76:1, 76:4, 76:8, 118:8, 118:11
 Conciliation, 3:1, 3:9, 21:3
 Conditions of employment, 3:9, 3:12, 3:14, 3:16, 4:3, 6:3, 6:4, 8:2, 34:1, 76:1
 Constitutionality, 10:7
 Court proceedings, 67:38
 Credits, 67:53
 Disclosures, 3:12, 8:2, 118:11
 Employment practices, 3:12, 3:16, 4:5, 10:4, 15:8, 15:13, 73:2, 76:1, 83:1, 118:8
 Evidence, 3:1, 3:9, 3:12, 3:14, 3:16, 4:3, 4:5, 4:12, 6:3, 6:4, 8:2, 10:3, 10:4, 10:7, 15:8, 15:13, 21:3, 21:8, 34:1 to 37:1, 57:2, 67:53, 73:2, 76:1, 76:4, 76:8, 83:10, 118:8, 118:9, 118:11, 118:12
 Exemptions, 15:13, 21:8
 Fines, 6:3, 15:8
 Fringe benefits, 3:1, 4:3, 10:4, 10:7, 15:8, 15:13, 21:8, 83:1
 Garnishment, 67:53
 Handicapped persons, 83:1, 84:1
 Harassment, 3:1, 3:9, 3:12, 3:14, 3:16, 4:3, 4:5, 4:12, 6:3, 6:4, 8:2, 10:3, 10:4, 10:7, 15:8, 15:13, 21:3, 21:8, 34:1 to 73:2, 76:1, 76:4, 76:8, 118:8, 118:11
 Health, 3:1, 3:9, 3:12, 3:14, 3:16, 4:3, 4:5, 4:12, 6:3, 6:4, 8:2, 10:4, 10:7, 15:8, 15:13, 20:2, 21:8, 34:1 to 37:1, 57:2, 67:38,

INDEX

DISTRICT OF COLUMBIA

—Cont'd

67:53, 73:2, 76:1, 76:4, 76:8,
81:1, 83:1, 84:1, 118:8, 118:9,
118:11
Health insurance, 15:8, 15:13, 57:2,
67:38, 67:53
Hearings, 10:4, 15:8, 15:13, 118:8
Hiring practices, 3:9, 4:12
Investigations, 3:12, 4:5, 6:3, 6:4,
8:2, 10:7, 15:8, 15:13
Job Training Partnership Act, 50:8
Life insurance, 4:3, 6:3, 57:2, 67:53
Mandatory retirement, 15:8, 15:13,
20:2, 21:3, 21:8
Marital status, 6:3
Medical benefits, 67:53
Medical insurance, 67:53
Mistakes, 4:5, 8:2
National origin discrimination, 3:1,
3:12
Notice, 3:1, 3:9, 3:12, 3:14, 3:16,
4:3, 4:5, 4:12, 6:3, 6:4, 8:2,
10:3, 10:4, 10:7, 15:8, 20:2,
21:3, 29:8, 34:2, 37:1, 50:8,
57:2, 67:38, 67:53, 76:8, 83:1,
118:11
Overtime pay, 4:3, 15:8
Parental leave, 15:13
Permits, 3:1, 3:12, 3:16, 6:3, 6:4,
8:2, 21:3, 21:8, 67:38, 67:53
Physical fitness, 3:14
Pregnancy discrimination, 3:12, 4:5,
10:7
Privileges of employment, 4:3
Race discrimination, 3:1, 3:12, 3:14,
3:16, 4:3, 4:5, 4:12, 8:2, 15:13
Remedies, 3:1, 3:12, 3:14, 6:3, 8:2,
10:3, 10:4, 10:7, 15:8, 15:13,
20:2, 21:3, 29:8, 34:1, 50:8,
67:38, 67:53, 73:2, 76:1, 76:4,
76:8, 81:1, 83:1
Rest breaks, 37:1
Retaliation, 3:1, 3:9, 3:12, 3:14,
3:16, 4:3, 4:5, 4:12, 6:3, 8:2,
10:3, 10:4, 10:7, 15:8, 15:13,
20:2, 21:3, 21:8, 29:8, 34:1,
57:2, 67:38, 67:53, 73:2, 76:1,
76:8, 118:8, 118:11

DISTRICT OF COLUMBIA

—Cont'd

Sanctions, 3:9, 3:12, 4:5, 4:12, 6:3,
15:8, 118:8, 118:11
Seniority systems, 3:1, 21:3
Sex discrimination, 3:1, 3:9, 3:12,
3:14, 4:3, 4:5, 4:12, 6:3, 6:4,
8:2, 10:7, 15:13, 21:3, 29:8
Sick leave, 3:14, 4:3, 4:5, 6:3, 8:2,
15:8, 15:13, 34:2, 57:2, 76:4,
83:1
Termination of employment, 67:53,
76:1
Terms, 3:1, 3:9, 3:14, 4:3, 4:5, 4:12,
6:3, 6:4, 8:2, 15:8, 20:2, 34:1 to
57:2, 67:53, 73:2, 76:4, 76:8,
112:2, 118:11
Tools, 6:3, 6:4, 8:2, 21:3, 37:1
Travel, 4:5, 6:3, 10:4, 37:1, 50:8,
118:8, 118:9, 118:13
Unemployment compensation, 4:12,
8:2, 10:4, 67:38, 67:53
Uniforms, 15:13
Union dues, 15:13

DIVERSIFICATION

Retirement plans, 67:20

DIVORCE

Individual retirement accounts, 67:9,
67:34

DOMESTIC PARTNERS

Preemption, 67:45

DOUBLE RECOVERY

Employment practices, 3:16

DRUGS

Testing, 7:1, 15:8, 34:1, 40:1, 40:2,
67:8, 75:7, 76:2, 76:8, 90:1,
97:4 to 97:6, 100:2

DUE PROCESS

Punitive damages, 3:11, 10:7, 14:3,
15:16, 18:1, 34:1, 76:4, 98:1 to
117:1, 118:8
Railway Labor Act, 98:1
Unfair labor practices, 74:3

DURATION

Collective bargaining agreements,
15:8, 50:10, 63:4, 67:5, 67:8,

DURATION—Cont'd
67:23, 74:1, 79:1

DURESS

Settlements, 22:14, 67:36

EARLY RETIREMENT

Affordable Care Act, 7:1, 67:8, 67:53

Age discrimination, 19:1, 20:5, 20:6,
21:2, 21:3, 21:8, 22:4, 22:6 to
22:9, 22:14, 25:9, 64:1, 67:15,
67:53, 67:54, 67:56, 75:5

Bargain, 67:8, 67:36, 67:40, 67:53,
75:15

Benefits, 4:17, 7:1, 15:9, 19:1, 20:5,
20:6, 21:2, 21:3, 21:8, 22:4,
22:6 to 22:9, 22:14, 25:9, 50:4,
64:1, 67:5, 67:8, 67:13, 67:15,
67:16, 67:20, 67:23, 67:25,
67:30, 67:32 to 67:37, 67:39,
67:40, 67:45, 67:53, 67:54,
67:56, 75:5, 75:15

Caselaw, 67:8, 67:23, 67:37, 67:39,
67:40, 67:53

Communicating, 22:6, 22:7, 67:5,
67:23

Discrimination, 4:17, 7:1, 15:9, 19:1,
20:5, 20:6, 21:2, 21:3, 21:8,
22:4, 22:6 to 22:9, 22:14, 25:9,
64:1, 67:5, 67:15, 67:36, 67:37,
67:45, 67:53, 67:54, 67:56, 75:5

Employee Retirement Income Secu-
rity Act, 67:5, 67:8, 67:13,
67:15, 67:16, 67:20, 67:23,
67:25, 67:30, 67:32 to 67:37,
67:39, 67:40, 67:45, 67:53,
67:54, 67:56

Equitable estoppel, 21:3, 67:8, 67:20,
67:23, 67:34, 67:37, 67:39

ERISA, 19:1, 22:7, 22:8, 67:5, 67:8,
67:13, 67:15, 67:16, 67:20,
67:23, 67:25, 67:30, 67:32 to
67:37, 67:39, 67:40, 67:45,
67:53, 67:54, 67:56

Incentives, 20:5, 67:8, 67:13, 67:20,
67:23, 67:35, 67:40, 67:45,
67:53

Internal Revenue Code, 7:1, 20:5,
20:6, 21:8, 67:5, 67:32, 67:34

Modifications, 20:5, 67:8, 67:15,
67:16, 67:20, 67:23, 67:34

EARLY RETIREMENT—Cont'd

Older Workers Benefit Protection
Act, 22:14

Policies, 4:17, 7:1, 15:9, 22:6, 22:7,
67:5, 67:8, 67:15, 67:23, 67:34,
67:35, 67:39, 67:40, 67:45,
67:53

Preemption, 67:8, 67:15, 67:34,
67:39, 67:40, 67:45, 67:53,
67:54

Qualification, 7:1, 21:8, 22:4, 22:6 to
22:8, 22:14, 67:8, 67:13, 67:15,
67:23, 67:37

Release, 4:17, 15:9, 21:3, 22:4, 22:6,
22:7, 22:14, 67:8, 67:32, 67:34,
67:36, 67:40, 67:45, 67:53

Requirements, 4:17, 7:1, 15:9, 21:2
to 22:4, 22:6, 22:7, 22:14, 67:5,
67:8, 67:16, 67:20, 67:23,
67:30, 67:32, 67:34, 67:35,
67:37, 67:39, 67:40, 67:45,
67:53

Separation, 15:9, 22:4, 67:5, 67:8,
67:13, 67:30, 67:34, 67:36,
67:40, 67:45, 67:53

Waiver, 7:1, 20:5, 21:2, 21:3, 22:14,
67:8, 67:15, 67:16, 67:32 to
67:36, 67:45, 67:53

EARNINGS

Labor Management Relations Act,
67:8

National Labor Relations Board,
67:37

ECONOMIC NECESSITY

Mandatory retirement, 22:7

EDITORS

Compensation, 22:6

EDUCATIONAL ASSISTANCE

Checklists, 76:2, 95:2, 111:7, 114:10,
116:1

Children of employees, 116:1

EFFECTIVE DATE

Collective bargaining agreements,
67:8, 67:23, 71:1

Worker Adjustment and Retraining
Notification Act, 46:1, 50:9,
50:11, 67:8

INDEX

ELECTIONS

Complaint, 76:2, 118:8
Constitution, 15:11, 76:2, 118:8, 118:9
Eligibility, 118:8
Funds, 15:11, 76:2
Interference, 76:2
Literature, 76:2
Litigation, 15:11, 76:2, 118:8, 118:9
Membership, 15:11
Notice, 15:11, 76:2
Officers, 15:11, 76:2, 118:8
Parties, 15:11, 76:2, 118:8, 118:9
Prima facie case, 76:2
Procedures, 15:11, 76:2
Relief, 76:2, 118:8
Remedies, 15:11, 76:2
Settlement, 118:8
Violations, 76:2

EMBEZZLEMENT

Retirement plans, 67:60

EMPLOYEE

Rights and Duties, 67:5, 67:17, 76:10

EMPLOYEE BENEFITS

Actuarial assumptions, 6:7, 67:3, 67:4, 67:16, 67:17, 67:33, 67:40, 67:43
Deferral, 3:1, 3:6, 4:18, 8:2, 14:3, 19:1, 21:3, 21:11, 22:6, 22:15, 67:7, 67:30, 67:45, 75:5, 118:8
Denmark, 67:43
Elections, 118:8
Exclusions, 2:1, 67:5, 67:8, 67:36, 67:39, 67:45, 67:50, 67:53, 67:60
France, 22:4, 22:6
Germany, 20:3
Housing allowance, 75:2
Income, 2:1, 4:2, 6:1, 8:2, 15:8, 20:1, 21:8, 21:9, 57:2, 57:12, 66:1, 66:9, 67:2 to 67:5, 67:7 to 67:10, 67:12 to 67:27, 67:29, 67:30, 67:32 to 67:61, 74:3, 75:2, 75:5, 76:4, 76:8, 117:2, 118:5
Limitations, 3:1, 3:6, 3:16, 3:18, 4:4, 4:18, 6:1, 6:8, 8:2, 14:3, 19:1,

EMPLOYEE BENEFITS—Cont'd

21:2, 21:3, 21:6, 21:10, 22:6, 22:16, 28:4, 30:2, 34:2, 35:1, 46:1, 55:1, 57:11, 59:1, 67:5, 67:7, 67:8, 67:10, 67:13, 67:16, 67:17, 67:20, 67:21, 67:23, 67:27, 67:32, 67:34, 67:35, 67:37, 67:39, 67:41, 67:44, 67:53, 67:61, 69:3, 70:1, 74:3, 75:10, 76:4, 76:8, 83:10, 117:1, 118:2, 118:5, 118:11
Nondiscrimination, 4:20, 116:1
Social security, 2:1, 3:1, 4:4, 15:8, 20:1, 21:9, 21:10, 34:2, 37:14, 67:5, 67:7, 67:8, 67:30, 67:32, 67:34, 67:37, 67:45, 67:50, 67:60, 67:61, 69:4, 75:2, 75:17, 117:1, 117:2
Spain, 20:2, 67:50, 67:53
Spouses, 15:13, 30:2, 67:3, 67:8, 67:33, 67:37, 67:42, 67:45, 70:1
Tax, 2:1, 3:16, 4:2, 4:4, 4:5, 6:7, 6:8, 15:2, 15:8, 15:13, 20:1, 21:8, 21:9, 21:11, 22:12, 66:1, 67:3, 67:5, 67:7 to 67:10, 67:13, 67:15, 67:16, 67:19 to 67:21, 67:30, 67:32 to 67:37, 67:39 to 67:41, 67:44 to 67:46, 67:49 to 67:51, 67:53, 67:54, 67:56, 67:57, 67:60, 67:61, 69:3, 74:3, 75:2, 117:2, 118:5, 118:8
Withholding, 20:5, 67:8, 67:9, 67:37, 67:39, 67:40, 67:49, 67:53, 75:2, 76:8

EMPLOYEE POLYGRAPH PROTECTION ACT

Disclosures, 104:1
Evidence, 2:4, 74:3, 98:1, 100:3, 100:4, 101:2, 102:1 to 103:1, 104:1, 108:1
Notice, 2:4, 90:1, 98:1, 99:2, 100:4, 101:2, 102:2, 103:1, 105:1, 105:2, 105:4 to 105:6, 106:1, 107:1, 108:1, 108:3
Parties, 74:3, 98:1, 100:3, 102:2, 103:1, 105:4, 105:6, 108:1

EMPLOYEE RETIREMENT INCOME SECURITY ACT

Amendment, 66:2, 67:3, 67:5, 67:7 to 67:10, 67:13, 67:15 to 67:17,

**EMPLOYEE RETIREMENT
INCOME SECURITY ACT**

—Cont'd

67:20, 67:23, 67:27, 67:30,
67:32, 67:33, 67:37 to 67:41,
67:45, 67:47, 67:50, 67:53,
67:56, 67:60, 74:3
Banking, 67:4, 67:20, 67:26, 67:53,
74:3
Beneficiaries, 66:9, 67:2, 67:3, 67:5,
67:7 to 67:9, 67:13, 67:15,
67:17 to 67:23, 67:25, 67:26,
67:32 to 67:35, 67:37, 67:39,
67:40, 67:43, 67:45, 67:47,
67:50, 67:51, 67:53, 67:54,
67:60
Church, 57:2, 67:8, 67:10, 67:60
Claims procedure, 67:5, 67:8, 67:17,
67:35, 67:39, 67:45
Class actions, 67:8, 67:39, 67:40
Covered plans, 67:10, 67:23, 67:38,
67:53
Criminal law, 67:61
Damages under, 67:23, 67:40, 67:49
De novo standard of review, 67:20,
67:45
Defined benefit plans, 67:20, 67:30,
67:32, 67:57
Discharge from employment, 74:3
Discrimination, 22:1, 26:3, 50:8,
66:5, 66:7, 66:9, 67:5, 67:14,
67:15, 67:29, 67:36 to 67:38,
67:41, 67:43, 67:45, 67:50,
67:53, 67:54, 67:56, 67:60,
68:5, 74:3, 121:3
Distribution of assets, 67:34
Employee assistance programs, 75:2
Employee benefit plan, 57:2, 67:5,
67:7 to 67:10, 67:13 to 67:15,
67:23, 67:39, 67:40, 67:51 to
67:53, 67:57
Employee benefit plans subject to
ERISA, 67:53
Employee welfare benefit plans,
67:8, 67:45
Employees, 22:1, 26:3, 50:8, 57:2,
66:1 to 67:5, 67:7 to 67:10,
67:12, 67:13, 67:15 to 67:21,
67:23, 67:25, 67:26, 67:28 to
67:46, 67:50, 67:51, 67:53,

**EMPLOYEE RETIREMENT
INCOME SECURITY ACT**

—Cont'd

67:54, 67:56 to 67:60, 68:2,
68:4 to 68:6, 68:8, 74:3, 75:2,
121:3
Employment relationship, 50:8, 57:2,
66:2, 67:5, 67:8, 67:14, 67:15,
67:30, 67:40, 74:3, 75:2
Exceptions, 67:3 to 67:5, 67:8,
67:13, 67:20, 67:34, 67:39,
67:40, 67:45, 67:52, 67:53,
67:58, 67:61
Excess benefit plans, 67:10, 67:53
Exempt plans, 67:60
Federal preemption, 67:53
Fiduciary, 50:8, 66:3, 66:5 to 66:7,
67:3 to 67:5, 67:7 to 67:10,
67:13, 67:16 to 67:27, 67:30,
67:32, 67:34 to 67:45, 67:47 to
67:50, 67:53, 67:54, 67:57 to
67:61
Former employees, 57:2, 66:2, 67:5,
67:7, 67:9, 67:30, 67:40, 67:45
Governmental plans, 67:10
Health maintenance organizations,
67:53
Highly compensated employees,
67:7, 67:31
Holidays, 67:8
Independent contractors, 50:8, 57:2,
67:5, 67:15, 67:46, 68:6, 68:8
Individual retirement accounts, 67:9,
67:34, 67:57
Insurance agents, 67:5, 67:46
Insurance laws, 67:41, 67:53
Interference, 22:1, 26:3, 57:2, 66:7,
67:8, 67:14, 67:15, 67:37 to
67:41, 67:45 to 67:47, 67:53,
67:54, 67:56, 67:60, 68:2, 68:5,
68:6, 74:3, 75:2
Interference with, 22:1, 26:3, 67:8,
67:15, 67:39 to 67:41, 67:54,
67:56, 68:2, 68:5, 68:6, 74:3,
75:2
Jury trial, 66:5, 67:47
Labor Management Relations Act,
67:8
Layoffs, 50:8, 67:9, 68:6, 68:8

INDEX

EMPLOYEE RETIREMENT INCOME SECURITY ACT

—Cont'd

Limitation, 67:7, 67:8, 67:13, 67:17,
67:20, 67:21, 67:23, 67:34,
67:35, 67:37, 67:39 to 67:42,
67:50, 67:53, 68:5 to 68:8

Management, 26:3, 50:8, 57:2, 66:1,
67:2, 67:3, 67:5, 67:7 to 67:10,
67:15 to 67:17, 67:19 to 67:21,
67:23, 67:24, 67:31 to 67:35,
67:37, 67:39 to 67:41, 67:43,
67:45, 67:46, 67:49, 67:50,
67:53, 67:57, 67:58, 67:60,
74:3, 75:2

Medical benefits, 67:8, 67:15, 67:23,
67:36, 67:37, 67:39, 67:43,
67:53

Medical malpractice claims, 67:53

National Labor Relations Board,
67:37, 67:39, 67:58

Nonresident aliens, 66:1, 67:10

Owners, 66:2, 67:5, 67:8, 67:20,
67:40, 67:53, 67:59

Partners, 50:8, 67:5, 67:8, 67:17,
67:20, 67:23, 67:37, 67:45,
67:54

Pension plans, 66:1, 66:2, 66:4, 67:2,
67:3, 67:5, 67:7 to 67:10,
67:12, 67:15 to 67:17, 67:20,
67:29, 67:30, 67:33, 67:34,
67:40, 67:41, 67:44, 67:50,
67:53, 67:57, 67:60

Plan, 22:1, 26:3, 57:2, 66:1 to 66:3,
66:5, 66:7, 67:1 to 67:61, 68:2,
68:3, 68:5, 68:6, 68:8, 75:2

Preemption, 66:9, 67:8, 67:15, 67:34,
67:38 to 67:40, 67:42, 67:44,
67:45, 67:50 to 67:55, 67:60,
67:61

Remedies, 22:1, 50:8, 66:5, 66:7,
66:9, 67:5, 67:17, 67:20, 67:34,
67:35, 67:37 to 67:41, 67:45,
67:47 to 67:50, 67:53, 67:57,
67:58, 67:60, 67:61, 68:3, 68:6

Removal, 57:2, 67:5, 67:8, 67:20,
67:27, 67:37, 67:38, 67:40,
67:47, 67:50, 67:53, 67:54,
67:61

Reporting requirements, 67:20

EMPLOYEE RETIREMENT INCOME SECURITY ACT

—Cont'd

Requirements, 50:8, 66:1, 66:2, 66:4,
67:3 to 67:5, 67:7 to 67:10,
67:16, 67:17, 67:19 to 67:23,
67:30, 67:32, 67:34, 67:35,
67:37 to 67:41, 67:43, 67:45,
67:46, 67:53, 67:58, 67:60

Retaliation, 57:2, 67:14, 67:15,
67:25, 67:38, 67:40, 67:47,
67:53, 74:3

Securities laws, 67:20, 67:60

Service providers, 67:5, 67:23,
67:40, 67:45, 67:53

Severance pay, 66:1, 67:5, 67:7,
67:8, 67:13, 67:32, 67:36,
67:45, 67:56, 67:60, 75:2

Sole shareholders, 67:13

State insurance law, 67:39, 67:53

State law claims, 26:3, 66:1, 67:32,
67:41, 67:50, 67:53, 67:54,
67:61

Termination, 22:1, 50:8, 66:2 to
67:2, 67:4, 67:5, 67:7, 67:8,
67:12 to 67:17, 67:19, 67:20,
67:23, 67:24, 67:30 to 67:32,
67:34, 67:35, 67:37, 67:39 to
67:41, 67:45, 67:46, 67:49,
67:50, 67:53, 67:57 to 67:61,
68:7, 74:3, 75:2

Top-hat plans, 67:7, 67:43, 67:53

Vacations, 67:45, 67:60

Welfare benefit, 66:1, 67:5, 67:7,
67:8, 67:13, 67:20, 67:23,
67:31, 67:32, 67:34, 67:38,
67:45, 67:53, 67:61

Welfare benefit plans, 67:8, 67:20,
67:23, 67:31, 67:45, 67:53

EMPLOYMENT AGENCIES

Employer, 2:3, 4:8, 100:4

Equal Employment Opportunity
Commission, 4:8

Hiring, 1:1, 4:8

Title VII, 1:1, 2:3, 4:8

EMPLOYMENT DISCRIMINATION

Affirmative defense, 2:1, 3:1, 3:16,
4:4, 6:3, 7:1, 8:2, 10:7, 14:3,

EMPLOYMENT

DISCRIMINATION—Cont'd

15:9, 15:16, 22:4, 22:7, 29:1,
29:14, 34:1, 67:53, 75:17, 83:11

Age, 1:5, 3:1, 3:11, 3:12, 3:16, 4:1 to
4:5, 4:12, 4:16, 4:20, 6:3, 8:2,
9:1, 10:6, 10:7, 15:13, 15:15,
19:1, 20:1, 21:4, 21:11, 22:4,
22:6 to 22:9, 26:12, 35:1,
57:13, 67:53, 75:17, 76:2, 83:8,
118:11, 120:4, 120:8, 121:1

Age discrimination in Employment
Act, 1:5, 3:11, 3:12, 4:16, 10:7,
15:13, 15:15, 19:1, 20:1, 21:4,
21:11, 22:4, 22:6 to 22:9, 26:12,
75:17

Americans with Disabilities Act, 1:5,
3:16, 15:15, 34:1, 35:1, 37:7,
57:13, 83:8, 90:1, 121:1

Arbitration, 3:1, 3:7, 3:8, 3:16, 4:4,
4:5, 4:16, 4:18, 4:20, 6:3, 8:2,
10:6, 14:3, 15:9, 29:14, 35:1,
67:50, 67:53

Back pay, 1:4, 3:11, 3:16, 4:3 to 4:5,
4:18, 6:3, 8:2, 10:4, 10:6, 10:7,
14:3, 15:13, 15:16, 26:12,
29:14, 34:1, 57:13, 75:17, 76:2,
118:11, 120:4

Burden of proof, 3:11, 3:14, 3:16,
4:1, 4:18, 6:3, 7:1, 8:2, 10:6,
10:7, 14:3, 15:16, 22:6, 29:1,
35:1, 57:13, 121:1

Causation, 3:12, 3:14, 3:16, 4:1 to
4:4, 4:12, 6:3, 8:2, 10:7, 14:3,
15:9, 15:12, 15:13, 15:16, 22:7,
29:14, 35:1, 57:13, 76:2, 83:8,
83:11

Citizenship, 2:1, 4:2, 15:9

Civil Rights Act, 1:4, 1:5, 2:1, 3:1,
3:7, 3:8, 3:11, 3:12, 3:14, 3:16,
4:1 to 4:6, 4:12, 4:16, 4:18,
4:20, 6:3, 7:1, 8:2, 9:1, 10:4,
10:6, 10:7, 14:3, 15:13, 22:4,
22:9, 34:1, 67:50, 76:2

Collective bargaining agreement, 2:1,
3:7, 3:12, 4:5, 4:16, 4:18, 4:20,
6:3, 7:1, 9:1, 14:3, 22:7, 67:53,
76:2, 83:11

Compensatory damages, 3:1, 3:11,
3:12, 3:16, 4:3, 4:12, 10:4,
10:6, 10:7, 14:3, 15:16, 29:14,

EMPLOYMENT

DISCRIMINATION—Cont'd

34:1, 67:50, 76:2, 118:11, 120:4

Continuing violations doctrine, 14:3

Contract claims, 67:53, 75:17

Current employees, 22:7, 35:1

Direct evidence, 3:14, 3:16, 4:1 to
4:3, 4:6, 4:12, 6:3, 7:1, 8:2, 9:1,
10:7, 14:3, 15:9, 19:1, 22:4,
22:6, 22:9, 29:14, 35:1, 57:13,
76:2, 83:8, 121:1

Direct method, 35:1

Disability, 1:4, 2:1, 3:1, 3:12, 3:16,
4:3 to 4:5, 4:16, 6:3, 10:4, 10:6,
15:13, 34:1, 35:1, 57:13, 67:50,
67:53, 75:17, 76:2, 83:8, 83:11,
121:1

Disparate impact, 2:1, 3:1, 3:11,
3:12, 3:16, 4:2, 4:4, 4:5, 4:12,
4:18, 6:3, 7:1, 15:13, 22:7 to
22:9, 35:1, 83:8, 83:11, 121:1,
121:2

Disparate treatment, 3:1, 3:11, 3:14,
4:3, 4:5, 4:6, 4:12, 4:18, 7:1,
8:2, 14:3, 15:13, 22:7 to 22:9,
35:1, 83:8, 121:1

Equal Pay Act, 1:5, 3:16, 4:4, 4:18,
29:1, 29:14

Equitable estoppel, 3:1

Equitable tolling, 1:4, 3:1, 3:14,
3:16, 9:1, 21:4, 109:1

ERISA, 1:5, 2:1, 3:14, 19:1, 20:1,
22:7, 22:8, 67:50, 67:53, 76:2

Evidence, 1:4, 1:5, 2:1, 3:1, 3:7,
3:11, 3:12, 3:14, 3:16, 4:1 to
4:6, 4:12, 4:16, 4:18, 4:20, 6:3,
7:1, 8:2, 9:1, 10:4, 10:6, 10:7,
14:2, 14:3, 15:9, 15:12, 15:13,
15:16, 19:1, 20:1, 21:11, 22:4,
22:6 to 22:9, 26:12, 29:14,
34:1, 35:1, 57:13, 67:50, 67:53,
75:17, 76:2, 83:8, 83:11, 111:6,
118:11, 120:4, 121:1

Executive, 2:1, 3:1, 3:11, 3:12, 4:2 to
4:5, 4:12, 6:3, 8:2, 9:1, 10:4,
10:7, 14:3, 15:9, 15:13, 22:4,
22:6 to 22:8, 67:50, 76:2, 90:1,
109:1, 111:3, 111:5, 111:6,
121:1

Exhaustion of administrative reme-
dies, 3:1, 21:4, 111:5

INDEX

EMPLOYMENT

DISCRIMINATION—Cont'd

Former employees, 2:1, 4:5, 4:12, 7:1, 21:11, 22:6, 76:2, 109:1
Forum, 2:1, 3:1, 3:7, 4:4, 4:16, 4:18, 4:20, 6:3, 9:1, 15:9, 19:1, 67:53, 76:2
Front pay, 3:16, 4:12, 10:4, 10:6, 10:7, 15:16, 26:12, 34:1, 75:17, 118:11
Gender identity, 15:9
Grievance procedures, 4:20
Harassment, 2:1, 3:1, 3:11, 3:12, 3:14, 3:16, 4:1 to 4:5, 4:12, 4:16, 4:18, 6:3, 7:1, 8:2, 9:1, 10:4, 10:7, 14:3, 15:9, 15:12, 15:13, 15:15, 15:16, 22:4, 22:6 to 22:8, 34:1, 35:1, 67:50, 76:2, 83:8, 118:11
Hostile work environment, 1:4, 1:5, 2:1, 3:1, 3:11, 3:12, 3:14, 3:16, 4:2, 4:12, 4:16, 4:18, 6:3, 7:1, 8:2, 9:1, 10:4, 10:7, 14:2, 14:3, 15:9, 15:13, 22:4, 22:6, 22:8, 35:1, 83:8, 118:11
Immigration Reform and Control Act, 10:4
Immigration status, 3:12, 4:2
Indirect method, 3:16
Injunctive relief, 3:11, 3:16, 4:20, 15:16, 26:12, 34:1, 67:50, 83:2, 118:11
Liability, 1:4, 1:5, 2:1, 3:1, 3:11, 3:12, 3:14, 3:16, 4:1 to 4:5, 4:12, 4:18, 6:3, 7:1, 8:2, 9:1, 10:4, 10:7, 14:2, 14:3, 15:9, 15:13, 15:16, 20:1, 22:4, 22:6, 22:7, 22:9, 26:12, 29:1, 34:1, 35:1, 57:13, 67:50, 67:53, 75:17, 76:2, 83:8, 83:11, 121:1
Liquidated damages, 4:4, 15:13, 20:1, 26:12, 29:14, 75:17, 76:2
Mitigation of damages, 10:4, 34:1
Mixed motive, 3:16, 4:2
National origin, 2:1, 3:1, 3:7, 3:12, 3:14, 3:16, 4:1, 4:2, 4:4 to 4:6, 4:12, 6:3, 7:1, 10:7, 14:2, 14:3, 15:12, 15:13, 76:2, 109:1, 111:3, 121:1
Older Workers Benefit Protection Act, 26:12

EMPLOYMENT

DISCRIMINATION—Cont'd

Pattern or practice, 3:1, 3:11, 3:12, 4:6, 4:12, 10:4, 10:7, 15:13, 121:1
Policymaker, 2:1, 15:9
Preemption, 2:1, 67:50, 67:53, 76:2
Pregnancy, 2:1, 3:1, 3:12, 3:16, 4:1 to 4:3, 4:5, 10:7, 14:3, 35:1, 76:2
Pretext, 2:1, 3:12, 3:14, 3:16, 4:2 to 4:6, 4:12, 4:18, 6:3, 7:1, 8:2, 9:1, 10:7, 14:3, 15:9, 21:11, 22:4, 22:6 to 22:9, 34:1, 35:1, 57:13, 76:2, 83:8, 121:1
Procedure, 1:5, 3:1, 3:7, 3:8, 3:11, 3:12, 3:14, 3:16, 4:3, 4:5, 4:12, 4:16, 4:20, 6:3, 7:1, 8:2, 10:4, 10:7, 14:3, 15:9, 15:15, 21:4, 21:11, 22:6 to 22:8, 26:12, 67:50, 67:53, 76:2, 83:2, 90:1, 118:11
Protected activity, 3:12, 3:14, 3:16, 7:1, 8:2, 14:3, 15:9, 22:6, 22:7, 29:1, 29:14, 35:1, 57:13, 76:2, 83:8, 83:11
Protected categories, 3:14, 121:1
Punitive damages, 1:4, 3:11, 3:16, 4:2, 4:20, 10:4, 10:6, 10:7, 14:3, 15:13, 15:16, 20:1, 21:11, 34:1, 67:50, 67:53, 75:17, 76:2, 118:11, 121:1
Race, 1:4, 2:1, 3:1, 3:7, 3:11, 3:12, 3:14, 3:16, 4:1 to 4:6, 4:12, 6:3, 8:2, 9:1, 10:4, 10:7, 14:2, 14:3, 15:9, 15:12, 15:13, 15:15, 15:16, 22:6, 22:7, 67:53, 76:2, 109:1, 111:3, 120:4, 121:1
Reasonable accommodation, 3:12, 7:1, 34:1, 35:1, 83:2, 83:8, 83:11, 90:1, 121:1
Reasonable belief, 14:2, 22:7, 22:8, 76:2
Rehabilitation Act, 15:15, 34:1, 35:1, 76:2, 83:2, 83:8, 83:11, 90:1, 109:1, 111:5, 121:2
Relief, 1:4, 3:1, 3:8, 3:11, 3:14, 3:16, 4:3, 4:4, 4:12, 4:16, 4:18, 4:20, 8:2, 9:1, 10:4, 10:6, 10:7, 14:2, 15:9, 15:16, 21:11, 22:4, 22:6, 22:7, 26:12, 29:1, 29:14, 34:1,

EMPLOYMENT

DISCRIMINATION—Cont'd

57:13, 67:50, 67:53, 76:2, 83:2,
83:8, 83:11, 90:1, 109:1, 111:5,
118:11, 120:4, 121:1

Religion, 2:1, 3:12, 3:16, 4:2, 4:5,
4:6, 4:12, 6:3, 7:1, 10:7, 14:2,
14:3, 15:9, 15:13, 29:14, 37:7,
109:1, 111:3, 121:1

Retaliation, 1:4, 1:5, 2:1, 3:1, 3:12,
3:14, 3:16, 4:1 to 4:5, 4:12,
4:16, 4:18, 6:3, 7:1, 8:2, 9:1,
10:4, 10:6, 10:7, 14:2, 14:3,
15:9, 15:12, 15:13, 15:15,
15:16, 19:1, 21:11, 22:6 to 22:8,
29:1, 29:14, 34:1, 35:1, 57:13,
67:53, 76:2, 83:8, 83:11,
118:11, 121:1

Retirement, 1:5, 2:1, 3:1, 4:5, 7:1,
9:1, 10:6, 15:9, 15:13, 19:1,
20:1, 22:4, 22:6 to 22:9, 57:13,
67:50, 67:53, 83:8, 83:11,
118:11

Seniority systems, 1:4, 3:1, 14:2

Severance agreement, 6:3, 67:53

Sex, 1:4, 1:5, 2:1, 3:1, 3:7, 3:11,
3:12, 3:14, 3:16, 4:1 to 4:6,
4:12, 4:18, 6:3, 8:2, 10:7, 14:3,
15:9, 15:13, 15:16, 22:4, 22:6,
29:1, 29:14, 55:3, 57:13, 76:2,
109:1, 111:3, 121:1

Sexual orientation, 3:1, 4:12, 7:1,
8:2, 10:6, 15:9, 15:13

Statistics, 3:1, 3:11, 3:16, 4:12, 14:3,
15:9, 22:6 to 22:9, 111:6, 120:8,
120:9

Statute of limitations, 1:4, 3:1, 3:11,
3:16, 4:12, 4:18, 6:3, 14:2,
14:3, 29:14, 67:53

Stereotyping, 4:2 to 4:5, 4:12, 7:1,
10:7, 22:6

Tangible employment action, 3:16,
6:3, 10:7

Tax, 1:4, 2:1, 3:12, 3:16, 4:2 to 4:5,
4:12, 6:3, 7:1, 10:4, 10:6, 10:7,
15:9, 15:13, 15:16, 20:1, 21:11,
29:14, 34:1, 67:50, 67:53, 76:2

Temporal proximity, 3:12, 8:2, 14:3,
15:9, 15:12, 29:14, 35:1, 57:13,
83:8, 83:11

EMPLOYMENT

DISCRIMINATION—Cont'd

Torts, 3:7, 67:53

Wage discrimination, 3:1, 8:2

Waiver, 1:4, 2:1, 3:1, 3:7, 3:12, 3:16,
4:16, 4:20, 7:1, 9:1, 10:7, 14:2,
14:3, 26:12, 67:50, 67:53, 76:2,
83:11

EMPLOYMENT PRACTICES

Business necessity, 3:11, 4:2, 4:8,
4:9, 4:11, 84:5, 89:5

Commerce, 4:5, 7:1, 15:8, 22:7,
26:3, 27:1, 31:1, 33:1, 75:12,
120:1

Compensatory damages, 3:11, 3:12,
3:16, 10:4, 26:3, 73:2, 76:1,
118:8

Double recovery, 3:16

Elected officials, 3:12

Employee Polygraph Protection Act,
2:4, 98:1

Exceptions, 4:5, 7:1, 15:8, 27:1, 31:1

Family and Medical Leave Act,
15:13

Federal constitution, 15:8, 73:2

Federal contractors, 83:2, 111:6

Federal employment, 4:5

Firefighters, 3:12, 4:8, 4:9, 4:11,
4:15, 8:1, 15:9, 15:13

First Amendment, 3:16, 7:1, 8:1,
15:5, 15:9, 118:8

Former employees, 4:5, 7:1, 8:1,
22:6, 27:1, 76:1

Fringe benefits, 1:1, 3:11, 10:4, 12:5,
14:1, 15:8, 15:13, 18:5, 22:6,
26:3, 26:7, 68:6, 80:6, 83:1,
122:1

General discussion, 3:11, 10:4

Independent contractors, 12:5, 12:7,
15:8, 15:9, 15:13, 18:5, 26:7,
26:9, 68:6, 76:1, 80:6

Intentional discrimination, 2:4, 3:11,
3:16, 4:2, 4:5, 4:8, 4:11, 4:15,
7:1, 14:1, 15:13, 22:6, 22:7,
75:12, 118:8

Interest, 1:4, 3:11, 3:12, 3:16, 4:15,
6:1, 7:1, 8:1, 10:4, 15:8, 15:9,
15:13, 22:6, 22:7, 27:1, 33:1,
98:1, 110:2, 122:1

INDEX

EMPLOYMENT PRACTICES

—Cont'd

Jurors, 3:11, 3:16, 4:5, 15:9
Law enforcement officers, 3:11, 15:9
Merit system, 4:5, 4:15, 27:1, 31:1, 33:1
Mitigation of damages, 10:4
Native Americans, 15:9
Number of employees, 3:11, 3:12
Parent corporation, 4:5
Person, 2:4, 3:16, 4:2, 4:5, 6:1, 7:1, 8:1, 10:4, 12:5, 12:7, 15:5, 15:8, 15:9, 15:13, 18:5, 22:6 to 26:7, 26:9, 27:1, 68:6, 80:6, 83:1, 83:2, 84:5, 89:5, 98:1, 116:1
Pickering balancing test, 15:9
Remedies, 1:4, 3:11, 3:12, 4:9, 8:1, 9:1, 10:4, 15:8, 15:13, 22:1, 22:6, 22:7, 27:1, 68:6, 73:2, 76:1, 83:1 to 110:2, 112:3, 122:1
Retirement plans, 22:6
Settlement agreement, 3:16, 9:1, 15:8, 118:8
Subordinates, 4:2, 4:5, 8:1, 15:5, 15:9, 22:6, 22:7, 27:1
Supervisors, 1:4, 3:11, 3:12, 3:16, 4:2, 4:5, 4:8, 6:1, 7:1, 8:1, 12:4 to 15:5, 15:8, 15:9, 15:13, 18:4 to 26:7, 68:5, 68:6, 76:1, 80:6, 80:8, 84:5, 111:7, 116:1, 118:8
Third parties, 4:5, 8:1, 98:1
Whole, 1:4, 3:11, 3:16, 4:2, 4:5, 10:4, 12:5, 12:7, 15:8, 15:9, 18:4 to 26:7, 26:9, 68:6, 80:6, 83:2, 89:5, 110:2, 112:3, 116:1, 118:8

EMPLOYMENT RELATIONSHIP

Retaliation, 2:1, 3:1, 4:2, 4:3, 4:5, 4:17, 6:5, 7:1, 11:1, 14:2, 14:3, 15:8, 15:9, 16:1, 22:6, 57:2, 63:1, 67:14, 67:15, 67:40, 73:1 to 74:3, 75:10, 75:14, 76:1, 76:2, 76:8

EMPLOYMENT STANDARDS

ADMINISTRATION

Department of Labor, 63:2, 100:2, 100:4

ENDOWMENT CONTRACTS

Retirement plans, 68:1

ENERGY

National Labor Relations Board, 67:39, 67:58, 76:2
Unions, 2:2, 14:3, 67:8, 67:17, 67:40, 67:41, 67:58

ENFORCEMENT

Access to information, 67:4
Arbitration, 3:1, 3:4, 4:4, 4:5, 4:16, 4:20, 6:3, 15:5, 15:6, 15:8, 15:9, 15:11, 22:14, 22:15, 29:10, 32:1, 33:2, 35:1, 67:17, 67:19, 67:23, 67:39, 67:41, 67:50, 67:53, 67:60, 67:61, 69:3, 73:2, 76:1, 76:4, 98:1, 118:2, 118:8
Attorney-client privilege, 15:22, 16:1, 67:4, 67:43, 67:50
Cause of action, 2:1, 3:1, 3:9, 4:3, 4:12, 6:3, 9:2, 10:7, 15:8, 15:9, 15:22, 16:1, 21:2, 22:14, 46:1, 67:4, 67:17, 67:37, 67:38, 67:41, 67:42, 67:50, 67:53, 67:54, 69:3, 73:2, 76:1, 76:2, 76:4, 76:6, 83:2, 98:1, 104:1, 109:1, 111:5, 118:2, 121:2
De novo review, 3:1, 9:2, 67:17, 67:43, 67:50, 67:61
Equitable estoppel, 3:1, 67:17, 67:23, 67:37, 67:39, 67:41, 69:3
ERISA, 2:1, 3:14, 19:1, 20:1, 46:1, 49:3, 66:9, 67:2 to 67:5, 67:16, 67:17, 67:19, 67:23, 67:28, 67:37 to 67:39, 67:41 to 67:43, 67:49, 67:50, 67:53, 67:54, 67:60, 67:61, 69:3, 76:2
Exhaustion of administrative remedies, 3:1, 67:17, 67:39, 67:41, 111:5
Fiduciary, 3:12, 20:1, 49:4, 67:3 to 67:5, 67:16, 67:17, 67:19, 67:23, 67:37 to 67:39, 67:41 to 67:43, 67:49, 67:50, 67:53, 67:54, 67:60, 67:61, 69:3, 73:2, 76:6, 100:2
Injunction, 3:2, 3:11, 10:2, 15:5, 22:15, 46:1, 49:3, 67:19, 67:37, 67:38, 67:42, 67:50, 67:53,

ENFORCEMENT—Cont'd

67:60, 67:61, 75:6, 109:1,
112:12, 118:2, 118:8, 118:11,
121:1

Internal Revenue Service, 67:3

Maryland, 2:1, 3:1, 3:2, 3:14, 4:5,
5:1, 6:5, 15:6, 15:8, 15:13,
15:14, 22:10, 35:1, 55:1, 67:17,
67:53, 73:2, 75:6, 76:2, 76:4

Pension Benefit Guaranty Corpora-
tion, 67:2, 67:4, 67:5, 67:16,
67:17, 67:23, 67:50

Preemption by, 76:1

Settlement, 3:1, 3:2, 3:4, 3:9, 3:11,
3:12, 4:4, 4:5, 4:16, 4:20, 9:2,
9:3, 15:6, 15:8, 19:1, 22:14,
46:1, 49:3, 67:5, 67:16, 67:17,
67:23, 67:37 to 67:39, 67:42,
67:49, 67:50, 67:53, 67:61,
76:1, 108:1, 112:14, 118:1,
118:2, 118:5, 118:8, 118:11

Standard of review, 67:4, 67:37,
67:39, 67:43, 67:50, 67:53,
67:61

Statute of limitations, 1:4, 3:1, 3:11,
4:12, 6:3, 6:8, 9:3, 15:11, 16:1,
21:2, 29:10, 46:1, 55:1, 67:16,
67:23, 67:37, 67:41, 67:53,
67:61, 69:3, 76:1, 76:4, 118:2

Venue, 1:4, 19:1, 67:4, 67:37, 67:38,
67:50, 121:1

Worker Adjustment and Retraining
Notification Act, 46:1, 49:1,
49:3, 49:4, 50:1, 50:3, 74:3

ENROLLMENT

Health insurance plans, 67:8, 67:53

Health maintenance organizations,
67:53

ENTERPRISES

National Labor Relations Board,
67:58, 76:2

Unions, 10:7, 14:3, 67:3, 67:5, 67:8,
67:16, 67:17, 67:23, 67:40,
67:41, 67:58, 75:10

ENTITIES

National Labor Relations Board,
67:39

Railway Labor Act, 67:39, 67:53

EQUAL ACCESS TO JUSTICE ACT

Administrative proceedings, 67:50,
105:6

Applications, 67:50

Judicial review, 67:50

Parties, 67:50, 105:6, 117:1, 117:2

Prevailing parties, 117:2

Title VII, 67:50, 117:1, 117:2

EQUAL EMPLOYMENT

**OPPORTUNITY
COMMISSION**

Administrative processes, 3:4

Admissibility, 3:18, 6:4, 22:14

Adverse employment action, 2:1 to
3:1, 5:1, 6:4, 7:1, 8:2, 19:1,
34:2, 35:1

Adverse impact, 3:2, 3:12, 4:8, 6:8,
7:1, 109:1, 111:7, 116:1

Age discrimination claims, 22:15

Americans with Disabilities Act, 34:1
to 35:1, 36:4, 42:1, 45:1, 57:2,
118:5, 121:1

Appeals, 1:4, 2:1 to 3:4, 3:11, 3:12,
3:18, 5:1, 6:4, 6:5, 6:8, 7:1, 8:2,
10:4, 10:7, 19:1, 20:1, 21:3,
21:9, 29:7, 29:8, 34:2, 49:3,
117:1, 118:5, 120:6, 121:1

Arbitration proceedings, 35:1

Burdensome, 3:2, 3:12, 6:4, 7:1,
10:2

Causation, 3:12, 3:18, 4:8, 5:1, 8:2,
10:7, 35:1

Charges of discrimination, 3:1, 3:2,
3:4, 5:1, 6:8, 8:2, 26:12, 121:1

Class actions, 3:1, 3:11, 3:18, 21:3

Commencement, 3:1, 3:11

Commissioners, 35:1

Complaints, 3:1, 3:18, 5:1, 6:4, 6:5,
7:1, 8:2, 10:2, 10:7, 12:4, 12:5,
12:7, 14:1, 21:3, 26:6, 26:7,
26:9, 26:10, 34:2, 35:1, 57:2,
109:1, 110:2, 116:1, 117:1

Conciliation, 1:4, 3:1, 3:3, 3:4, 19:1,
21:3, 42:1, 109:1, 121:1

Conciliation agreements, 3:3

Conciliation efforts, 121:1

Confidentiality, 3:2, 3:4, 3:12, 6:5,
26:10

INDEX

EQUAL EMPLOYMENT

OPPORTUNITY

COMMISSION—Cont'd

Coverage, 2:1 to 7:1, 12:4, 14:1,
20:1, 22:15, 26:6, 34:1 to 57:2,
83:1, 121:1

Deferral Agencies, 21:3, 22:15

Delays, 3:12

Disability discrimination, 1:4, 3:1,
3:2, 3:12, 34:1 to 35:1, 121:1

Discovery, 3:1, 3:2, 3:11, 3:12, 3:18,
14:1, 19:1, 21:3, 109:1, 117:1,
118:5, 120:1, 120:6

District, 1:4, 2:1 to 3:4, 3:11, 3:12,
3:18, 4:8, 5:1, 6:4, 6:5, 6:8, 7:1,
8:2, 10:2, 10:4, 10:7, 12:1, 12:4
to 12:7, 19:1, 20:1, 21:3, 21:9,
22:14, 26:3, 26:6 to 26:10,
26:12, 29:7, 29:8, 29:10, 34:1
to 35:1, 45:1, 49:3, 57:2, 83:1,
89:1, 109:1, 117:1, 118:5,
120:1, 120:6, 121:1, 122:1

Employers, 2:1, 3:1, 3:2, 3:4, 3:12,
6:4, 6:5, 7:1, 8:2, 10:4, 10:7,
20:1, 26:3, 29:10, 34:1 to 35:1,
49:3, 57:2, 83:1, 109:1, 118:5,
121:1, 121:2

Employment agencies, 4:8

Equal Pay Act, 3:3, 6:8, 28:2, 29:2,
29:7, 29:8, 29:10, 117:1, 118:5

Evidence, 1:4, 2:1 to 3:4, 3:11, 3:12,
3:18, 4:8, 5:1, 6:4, 6:5, 6:8, 7:1,
8:2, 10:2, 10:4, 10:7, 14:1,
19:1, 20:1, 21:3, 21:9, 22:14,
26:10, 26:12, 28:2, 29:2, 29:7,
29:10, 34:1 to 35:1, 36:4, 57:2,
117:1, 118:5, 121:1

Exemptions, 7:1, 20:1

Filing charges, 3:1, 6:8, 118:5

Freedom of Information Act, 116:1

General counsel, 20:1, 26:10

General discussion, 3:11, 10:4

Investigation, 1:4, 2:1 to 3:4, 3:11,
3:12, 5:1, 6:4, 6:5, 8:2, 10:7,
19:1, 21:3, 21:9, 109:1, 110:2,
120:1, 120:6, 121:1

Jurisdiction, 1:4, 2:1, 3:1 to 3:4,
3:18, 7:1, 12:1, 12:5, 19:1,
20:1, 21:3, 21:9, 22:15, 26:3,
26:7, 26:10, 42:1, 45:1, 57:2,

EQUAL EMPLOYMENT

OPPORTUNITY

COMMISSION—Cont'd

89:1, 109:1, 117:1, 120:1,
120:6, 122:1

Jury trials, 3:3, 10:2

Laches, 1:4, 3:1, 3:2, 3:4, 3:18,
29:10

Medical examinations, 34:1, 36:4

Motion to dismiss, 1:4, 3:12, 6:5,
7:1, 19:1, 109:1, 117:1, 118:5,
121:1

National Labor Relations Board,
22:15

Objections, 3:12, 3:18, 7:1, 117:1

Office of Federal Contract Compli-
ance Programs, 109:1, 116:1

Parties, 1:4, 2:1, 3:1, 3:2, 3:4, 3:11,
3:12, 3:18, 5:1, 6:4, 6:5, 7:1,
8:2, 10:7, 12:1, 19:1, 20:1,
21:3, 21:9, 22:14, 22:15, 26:3,
26:10, 26:12, 28:2, 34:1 to
35:1, 42:1, 49:3, 109:1, 117:1,
118:5, 120:1, 122:1

Privacy Act, 3:12, 121:2

Questioning, 6:4, 35:1, 117:1

Reasonable accommodation, 3:12,
7:1, 34:1 to 35:1, 42:1, 83:1,
121:1

Recordkeeping requirements, 3:12

Records, 2:1, 3:2, 3:4, 3:12, 3:18,
6:4, 8:2, 10:2, 10:7, 12:4 to
12:7, 21:9, 26:6 to 26:9, 28:2,
83:1, 109:1, 110:2, 116:1,
121:1, 122:1

Remedies, 1:4, 3:1, 3:11, 3:12, 6:5,
8:2, 10:2, 10:4, 10:7, 19:1,
21:3, 21:9, 29:8, 29:10, 34:1,
42:1, 45:1, 83:1, 89:1, 109:1,
110:2, 121:1, 122:1

Retaliation, 1:4, 2:1 to 3:2, 3:4, 3:12,
3:18, 5:1, 6:5, 6:8, 7:1, 8:2,
10:2, 10:4, 10:7, 14:1, 19:1,
21:3, 21:9, 26:6, 29:8, 34:1,
35:1, 42:1, 57:2, 118:5, 120:1,
121:1

Settlements, 3:4, 22:14

Sexual harassment, 2:1 to 3:2, 3:11,
3:12, 3:18, 5:1, 6:4, 6:5, 8:2,
10:2, 10:7, 34:1, 34:2

EQUAL EMPLOYMENT

OPPORTUNITY

COMMISSION—Cont'd

Strike, 3:1, 3:4, 5:1
 Subpoenas, 2:1, 3:2, 118:5
 Successors, 22:15, 26:10, 26:12, 45:1, 89:1
 Supervisor harassment, 6:5
 Time-barred, 3:1, 8:2, 118:5
 Tolling, 1:4, 3:1, 3:11, 3:18, 21:3, 109:1
 Undue hardship, 7:1, 34:1 to 83:1, 116:1
 Unions, 2:2, 4:8, 10:7, 110:2, 121:1
 Validity of charge, 3:2
 Vicarious liability, 6:5, 8:2, 10:7

EQUAL PAY ACT

Affirmative defenses, 29:7, 29:10, 29:13, 30:2, 33:4
 Bennett Amendment, 6:8
 Comparable worth, 6:8, 29:7
 Compensation, 3:16, 4:4, 4:18, 6:8, 28:2, 29:2, 29:6, 29:7, 29:10, 29:14, 30:2, 30:11, 74:3, 117:1, 118:8
 Coverage, 30:1, 30:2
 Defenses, 3:16, 4:18, 15:10, 29:7, 29:10, 29:13, 30:2, 30:13, 33:4, 117:1
 Differentials, 27:1, 29:1, 29:5, 29:6, 29:10, 29:14
 Enforcement, 4:4, 6:8, 27:1, 28:2, 28:3, 29:10, 30:9, 30:12, 31:1, 32:1, 33:2, 74:3, 118:5, 118:8
 Evidence, 1:5, 3:3, 3:16, 4:4, 4:18, 6:8, 27:1, 28:2, 29:2, 29:3, 29:6, 29:7, 29:10 to 29:12, 29:14, 30:9, 30:13, 74:3, 117:1, 118:5, 118:8
 Experience, 3:16, 4:4, 6:8, 27:1, 28:2, 29:3, 29:4, 29:6, 29:7, 29:10, 29:12, 29:14, 30:2, 30:4, 31:1, 32:1, 118:8
 Filing of complaint, 29:1, 29:14, 117:1, 118:5
 Fringe benefits, 30:2, 117:1
 Head of household, 30:13
 Investigations, 30:13

EQUAL PAY ACT—Cont'd

Jurisdiction, 3:3, 3:16, 4:18, 15:3, 28:3, 29:14, 30:13, 32:1, 33:1, 33:4, 117:1, 118:8
 Jury trials, 3:3, 29:14
 Market rates, 6:8, 117:1
 Parties, 3:16, 4:4, 4:18, 28:2, 29:14, 74:3, 117:1, 118:5, 118:8
 Prima facie case, 1:5, 3:16, 4:4, 27:1, 28:2, 29:1 to 29:3, 29:6, 29:7, 29:10, 29:14, 30:2, 118:5
 Proceedings, 1:5, 4:4, 4:18, 28:2, 29:1, 33:2, 117:1, 118:5, 118:8
 Prohibition, 15:3
 Remedies, 4:4, 4:18, 13:2, 27:1, 29:8, 29:10 to 29:12, 30:13
 Retaliation, 1:5, 3:16, 4:4, 4:18, 6:8, 29:1, 29:8, 29:11, 29:14, 74:3, 118:5, 118:8
 Statistical evidence, 3:16, 4:4, 6:8
 Subpoenas, 30:9, 30:13, 118:5
 Training programs, 29:6

EQUITABLE ESTOPPEL

Retirement plans, 67:20, 67:21, 67:34

EQUITABLE RELIEF

Preemption, 67:38 to 67:40, 67:42, 67:45, 67:50, 67:60, 76:2
 Retirement plans, 67:40, 67:45, 67:60

ERISA

Church plans, 67:10
 Enforcement, 2:1, 3:14, 19:1, 20:1, 46:1, 49:3, 66:9, 67:2 to 67:5, 67:16, 67:17, 67:19, 67:23, 67:28, 67:37 to 67:39, 67:41 to 67:43, 67:49, 67:50, 67:53, 67:54, 67:60, 67:61, 69:3, 76:2
 Fiduciary responsibility, 67:5, 67:7, 67:19, 67:26, 67:38
 Governmental plans, 67:10
 HIPAA, 67:35, 67:53, 67:60
 Selection of Plan, 67:20, 67:24

ESCHEAT

Retirement plans, 67:53

INDEX

ESCROW

National Labor Relations Board,
67:37

ESSENTIAL FUNCTIONS

Job descriptions, 34:2, 35:1, 67:8,
84:2

ETHICAL CODES

At-will employment, 76:2

EVIDENCE

Admissibility, 3:18, 4:2, 4:9, 4:12,
6:4, 22:6, 22:7, 22:14

Affidavits, 3:2, 3:14, 3:18, 4:4 to
4:6, 4:10, 5:1, 8:1 to 9:2, 15:5,
15:9, 19:2, 21:12, 67:8, 67:15,
67:23, 67:45, 67:50, 117:2,
118:5, 118:8 to 118:10, 118:15,
119:2, 120:4

Affirmative action plans, 4:3, 4:19,
8:1, 15:14

Age claims, 21:1

Agricultural employees, 76:2

Aliens, 2:1, 2:4, 3:2, 14:3, 15:22,
118:2

Authentication, 4:12, 67:33

Burden of establishing, 4:2 to 8:2,
15:9, 20:5, 34:2, 83:8, 83:10

Burden of Proof, 3:5, 3:11, 3:14,
3:16, 4:1, 4:7, 4:18, 6:3, 6:5,
7:1, 8:1 to 9:2, 10:6, 10:7, 14:3,
15:8, 15:16, 21:9, 22:6, 34:2,
35:1, 46:1, 57:13, 67:8, 67:15,
67:17, 67:20, 67:21, 67:35,
67:37, 67:45, 67:46, 70:1,
75:16, 76:4, 83:9, 98:1, 117:1,
117:3, 118:5, 121:1

Business necessity, 3:11, 4:2, 4:7 to
4:11, 15:14, 21:12, 22:9, 34:1,
36:4, 83:11

Citizenship discrimination, 2:1

Class actions, 3:1, 3:5, 3:9, 3:11,
3:18, 4:20, 14:3, 21:2, 21:3,
46:1, 67:8, 67:39, 67:40, 75:8,
117:3, 118:7, 118:9, 118:11

Comparative evidence, 4:3, 34:2

Comparators, 3:12, 4:3, 4:5, 14:3,
15:13, 22:6, 27:1, 29:2, 29:3,
29:6, 29:7, 29:10, 29:11, 67:15,
67:20, 67:23, 67:43

EVIDENCE—Cont'd

Compromise, 3:11, 3:12, 3:16, 6:4,
7:1, 9:1, 10:4, 10:6, 21:9,
22:10, 67:3, 67:53, 115:2,
118:11, 118:15

Computer data, 12:3, 18:3, 22:8,
68:4

Credibility of employer, 21:12

Cross-examination, 2:1, 4:2, 4:4,
4:12, 4:18, 15:8, 15:21, 22:7,
67:43, 75:7, 117:1, 117:2,
118:15

Damages, 1:4, 3:1, 3:4, 3:9, 3:11,
3:12, 3:16, 3:18, 4:2 to 4:5,
4:12, 4:17, 4:20, 6:5, 9:1 to
10:1, 10:4 to 10:7, 11:1, 14:3,
15:2, 15:4, 15:5, 15:8, 15:9,
15:11, 15:13, 15:16, 15:21 to
15:23, 16:1, 19:1, 20:1, 21:1,
21:2, 21:8, 21:9, 21:11, 21:14,
22:4, 25:9, 26:10, 26:12, 27:1,
29:11, 29:14, 34:1, 34:2, 37:20,
46:1, 49:2, 55:1, 56:1, 57:12,
57:13, 64:1, 67:5, 67:8, 67:15,
67:17, 67:20, 67:23, 67:34,
67:36, 67:37, 67:39 to 67:42,
67:44, 67:49, 67:50, 67:53,
67:54, 67:59, 67:60, 69:3, 70:1,
73:2, 73:6, 73:7, 74:3, 75:2,
75:6 to 75:8, 75:10, 75:12,
75:14, 75:17, 76:1, 76:2, 76:4,
76:6, 76:8, 76:10 to 83:11, 98:1,
104:1, 117:1 to 117:3, 118:1,
118:2, 118:5, 118:8, 118:10,
118:11, 118:15, 119:1, 119:2,
120:4, 121:1

Defenses, 3:2, 3:6, 3:9, 3:11, 3:16,
4:18, 7:1, 14:3, 15:4, 19:1,
21:2, 22:4, 29:7, 29:10, 30:13,
34:1, 37:1, 37:3, 37:20, 37:23,
37:24, 49:4, 67:3, 67:8, 67:16,
67:17, 67:21, 67:37, 67:39 to
67:42, 67:53, 73:7, 76:2, 76:4,
76:11, 115:12, 117:1, 121:1

Direct evidence, 3:9, 3:14, 3:16, 4:1
to 4:3, 4:6, 4:9, 4:10, 4:12, 5:1,
6:1, 6:3, 7:1, 8:1 to 9:1, 10:7,
14:3, 15:9, 15:11, 15:22, 19:1,
21:6, 21:8, 22:2 to 22:6, 22:9,
22:10, 29:14, 34:2, 35:1, 57:13,
59:1, 67:15, 67:39, 67:59,
75:10, 76:2, 83:8, 118:5, 121:1

EVIDENCE—Cont'd

Disciplinary proceedings, 4:2, 15:8, 15:9, 15:11

Discovery, 3:1, 3:2, 3:7, 3:9, 3:11, 3:12, 3:14, 3:16, 3:18, 4:3 to 4:5, 4:10, 4:18, 4:20, 6:1, 8:1, 9:2, 14:1, 15:6, 15:8, 15:9, 15:13, 15:21, 15:22, 19:1 to 21:3, 21:6, 21:11, 21:12, 22:6 to 22:8, 46:1, 67:3, 67:8, 67:15, 67:17, 67:23, 67:37, 67:40, 67:41, 67:43, 67:46, 67:49, 67:50, 67:53, 73:2, 73:7, 75:7, 76:1, 76:2, 76:4, 98:1, 104:1, 111:6, 115:2, 117:1, 117:2, 118:5, 118:8, 118:11, 118:15, 119:1, 120:4

Disparate treatment, 3:1, 3:5, 3:11, 3:14, 3:18, 4:3, 4:5, 4:6, 4:8, 4:12, 4:18, 5:1, 6:1, 6:4, 7:1, 8:1 to 9:2, 14:3, 15:13, 20:5, 21:2, 21:3, 22:7 to 22:10, 35:1, 67:40, 75:12, 83:8, 121:1

Documentary evidence, 3:18, 4:18, 15:2, 15:9, 22:7, 67:17, 96:7, 96:13

Education, 2:1, 3:1, 3:14, 3:16, 4:4, 4:5, 4:7, 4:8, 4:12, 4:16, 4:18, 6:1, 6:8, 10:4, 10:6, 10:7, 14:3, 15:5, 15:6, 15:8, 15:9, 15:13, 20:1, 20:5, 21:1, 21:3, 21:9, 22:6 to 22:8, 22:10, 22:14, 29:3, 29:6, 29:7, 29:10, 34:1 to 35:1, 57:2, 67:8, 67:20, 67:36, 67:57, 73:2, 74:3, 75:2, 76:2, 83:4, 83:7, 83:8, 84:2, 118:5, 118:9, 121:3

EEOC findings, 9:2

Employee Polygraph Protection Act, 2:4, 74:3, 98:1, 100:3, 100:4, 101:2, 102:1 to 103:1, 104:1, 108:1

Employee Retirement Income Security Act, 57:2, 67:3, 67:5, 67:7 to 67:9, 67:15 to 67:17, 67:20, 67:21, 67:23, 67:24, 67:32 to 67:37, 67:39 to 67:46, 67:49, 67:50, 67:53, 67:54, 67:56, 67:57, 67:59 to 67:61, 68:4, 74:3, 75:2, 121:3

EVIDENCE—Cont'd

Employment agency, 2:1, 10:4, 22:7, 34:2, 121:3

Employment history, 3:16, 4:3, 4:5, 6:8, 8:1, 67:35

Executive Order 11246, 74:3, 111:6, 111:8, 112:8, 112:14, 114:2, 115:2, 115:9, 115:11, 115:12, 115:14

Executive Orders, 111:6

Exhibits, 3:1, 3:14, 6:3, 6:4, 10:7, 12:3, 15:8, 18:3, 67:40, 67:45, 67:46, 68:4, 117:2, 120:4

Expert testimony, 3:12, 4:8, 4:10 to 4:12, 6:8, 10:4, 10:6, 10:7, 15:16, 21:9, 22:6, 22:8, 22:12, 34:2, 67:8, 67:37, 67:61, 118:15

Expert witnesses, 4:12, 16:1, 67:50

Findings of fact, 3:12, 3:16, 3:18, 4:18, 10:4, 15:27, 67:17, 67:45, 67:46, 96:9, 118:9

General discussion, 3:11, 10:4

Group insurance, 67:5, 67:8, 67:45, 67:53, 75:2

Hearsay rule, 4:2, 4:3

Impeaching credibility, 4:12

Individual actions, 6:4

Intent of employer, 55:2

Judicial notice, 4:2, 4:9, 4:12, 6:10, 10:7

Lay opinion, 4:12, 22:6

Legitimate, 3:9, 3:14, 3:16, 3:18, 4:2 to 4:10, 4:12, 4:16, 4:18, 5:1, 6:1, 6:3, 6:8, 7:1, 8:1 to 10:3, 14:3, 15:5, 15:8, 15:9, 15:11 to 15:14, 15:21 to 15:23, 21:6, 21:12, 22:4, 22:6 to 22:10, 29:2, 29:6, 29:10, 29:12, 34:1 to 35:1, 55:1 to 56:1, 57:12, 57:13, 59:1, 67:5, 67:8, 67:15 to 67:17, 67:23, 67:37, 67:40, 67:45, 67:46, 67:50, 67:53, 73:2, 74:3, 75:6, 75:10, 75:12, 75:14, 76:1, 76:2, 76:4, 76:9, 76:10, 76:13, 83:8, 83:10, 104:1, 111:8, 121:1

Mixed motives, 3:16, 4:2, 22:2, 76:2

Multiple regression analysis, 4:12, 15:5, 22:8

INDEX

EVIDENCE—Cont'd

Objections, 3:12, 3:16, 3:18, 6:3, 7:1, 15:8, 15:14, 21:6, 21:11, 57:12, 59:1, 67:8, 67:34, 67:39, 67:50, 67:60, 115:12, 115:14, 117:1, 118:15

Personal knowledge, 3:12, 3:14, 4:2, 4:5, 4:12, 8:1, 10:7, 15:9, 21:3, 21:11, 21:12, 22:6, 22:8, 29:12, 67:33, 67:46, 75:7, 76:10

Plaintiff, 1:4, 1:5, 2:1 to 3:3, 3:6, 3:7, 3:9 to 3:12, 3:14, 3:16, 3:18, 4:1 to 4:12, 4:16 to 4:18, 4:20, 5:1, 6:1, 6:3 to 6:5, 6:8, 7:1, 8:1 to 10:7, 12:3, 14:2 to 15:2, 15:4 to 15:6, 15:8, 15:9, 15:11 to 15:13, 15:16, 15:21 to 15:23, 15:25, 16:1, 18:3, 19:1 to 20:1, 20:3, 20:5, 21:1 to 21:3, 21:6, 21:8, 21:9, 21:11 to 21:14, 22:2, 22:4 to 22:10, 22:12, 22:14, 26:5, 26:10, 27:1, 28:2, 29:2, 29:3, 29:6, 29:7, 29:10 to 29:12, 29:14, 34:1 to 35:1, 37:1, 37:3, 46:1, 49:2, 51:1, 55:1 to 56:1, 57:2, 57:8, 57:12, 57:13, 59:1, 62:1, 64:1, 67:3, 67:5, 67:8, 67:9, 67:15 to 67:17, 67:20, 67:21, 67:23, 67:34 to 67:37, 67:39 to 67:46, 67:49, 67:50, 67:53, 67:54, 67:57, 67:60, 67:61, 68:4, 69:3, 69:4, 70:1, 73:2, 73:7, 74:3, 75:2, 75:10, 75:12, 75:14 to 75:17, 76:1, 76:2, 76:4, 76:6, 76:8 to 76:10, 79:3, 83:4, 83:5, 83:7 to 83:11, 98:1, 104:1, 111:6, 117:1 to 117:3, 118:1, 118:2, 118:5, 118:7 to 118:12, 118:15, 118:16, 119:1, 120:4, 121:1, 121:3

Pretext, 2:1, 2:4, 3:9, 3:12, 3:14, 3:16, 3:18, 4:2 to 4:6, 4:8, 4:11, 4:12, 4:18, 6:1, 6:3, 7:1, 8:1 to 9:1, 10:7, 14:3, 15:9, 15:11, 15:21, 15:22, 21:3, 21:6, 21:11 to 21:13, 22:2, 22:4 to 22:10, 27:1, 28:2, 34:1, 35:1, 37:1, 55:2, 57:12, 57:13, 59:1, 67:15, 67:45, 67:56, 67:60, 75:10, 76:2, 83:8, 104:1, 118:5, 118:8, 121:1

EVIDENCE—Cont'd

Prima facie case, 1:5, 2:1, 3:5, 3:9, 3:11, 3:12, 3:14, 3:16, 3:18, 4:2 to 4:6, 4:9 to 4:12, 4:19, 4:20, 5:1, 6:1, 6:4, 7:1, 8:2, 14:3, 19:1, 20:1, 20:5, 21:6, 21:11 to 21:13, 22:2, 22:4, 22:6 to 22:10, 27:1, 28:2, 29:2, 29:3, 29:6, 29:7, 29:10, 29:14, 34:1 to 35:1, 37:1, 55:2, 57:2, 57:12, 57:13, 64:1, 67:5, 67:15, 73:2, 76:2, 76:4, 76:9, 76:13, 83:8, 83:9, 83:11, 104:1, 118:5, 121:1

Privileges, 2:1, 3:12, 4:3, 4:7, 4:9, 6:3, 6:4, 8:2, 14:1 to 14:3, 15:8, 16:1, 20:1, 21:11, 34:2, 35:1, 59:1, 67:5, 73:2, 75:10, 75:12, 76:2, 121:1

Proffer, 3:18, 4:4, 4:12, 14:3, 22:7, 22:8, 67:20, 67:46

Qualifications of plaintiff, 22:6

Railway Labor Act, 4:20, 67:39, 67:53, 98:1

Remarks, 3:1, 3:16, 4:2, 4:4, 4:5, 4:17, 5:1, 6:1, 6:3 to 6:5, 7:1, 8:2, 9:1, 10:7, 14:3, 15:5, 15:9, 15:12, 19:1, 21:8, 22:4 to 22:7, 34:1, 76:8

Retaliation, 1:4, 1:5, 2:1 to 3:2, 3:4, 3:6, 3:9, 3:12, 3:14, 3:16, 3:18, 4:1 to 4:5, 4:9, 4:12, 4:16 to 4:18, 5:1, 6:1, 6:3, 6:5, 6:8, 7:1, 8:1 to 10:4, 10:6, 10:7, 11:1, 14:1 to 14:3, 15:5, 15:6, 15:8, 15:9, 15:11 to 15:13, 15:16, 15:21 to 15:23, 15:25, 16:1, 19:1, 21:2, 21:3, 21:6, 21:8, 21:9, 21:11, 22:2, 22:3, 22:6 to 22:8, 22:10, 29:11, 29:14, 34:1, 35:1, 55:1 to 57:2, 57:12, 57:13, 64:1, 67:15, 67:40, 67:53, 73:2, 74:3, 75:10, 75:14, 76:1, 76:2, 76:6, 76:8, 83:8, 83:11, 117:3, 118:1, 118:5, 118:8, 118:11, 121:1

Sanctions, 3:9, 3:12, 4:5, 4:12, 6:3, 6:5, 7:1, 15:8, 15:9, 15:16, 15:25, 21:11, 22:8, 30:9, 67:39, 67:43, 67:50, 75:4, 75:7, 75:10, 94:1, 115:12, 117:1, 118:5, 118:8, 118:11, 119:1, 119:2

EVIDENCE—Cont'd

Scientific evidence, 22:12, 67:8
 Section 1983 cases, 15:9
 Sexual acts, 6:1, 6:3, 6:5, 76:8
 Similarly situated employees, 4:3,
 4:5, 4:12, 6:1, 8:2, 14:3, 15:11,
 15:13, 21:11, 22:8, 35:1, 74:3,
 75:10, 83:8, 83:11
 Spoliation, 3:12, 3:14, 3:16, 4:5,
 4:12
 State administrative decisions, 15:21
 State law, 1:5, 2:1, 3:2, 3:6, 3:7, 3:9,
 3:14, 3:16, 4:4, 4:5, 4:18, 4:20,
 5:1, 6:1, 6:3, 6:5, 7:1, 8:2, 10:4,
 10:7, 14:3, 15:2, 15:4 to 15:9,
 15:11, 15:13, 15:16, 15:22,
 15:23, 19:2, 20:1, 21:1, 21:6,
 21:8, 21:9, 21:11, 22:8, 29:10,
 57:2, 57:8, 67:5, 67:15, 67:17,
 67:23, 67:32, 67:34, 67:37,
 67:39 to 67:42, 67:45, 67:50,
 67:53, 67:54, 67:57, 67:60,
 67:61, 69:3, 69:4, 76:1 to
 101:2, 117:1, 117:3, 118:2,
 118:8, 118:10, 118:11, 119:1,
 120:4, 121:1
 Statistical evidence, 3:16, 4:4, 4:5,
 4:8, 4:9, 4:12, 6:8, 10:4, 15:13,
 21:11, 22:2, 22:6 to 22:9, 57:13,
 67:8
 Stereotyping, 4:2 to 4:5, 4:12, 4:17,
 5:1, 6:1, 6:10, 7:1, 10:7, 22:6,
 118:10
 Stray remarks, 3:16, 4:2, 14:3, 22:4,
 22:6
 Summary judgment, 1:4, 1:5, 2:1,
 3:1, 3:3, 3:4, 3:7, 3:9, 3:12,
 3:14, 3:16, 3:18, 4:1 to 4:7, 4:9,
 4:12, 4:17, 4:18, 5:1, 6:1, 6:4,
 6:8, 7:1, 8:1 to 9:2, 10:7, 11:1,
 15:9, 15:11 to 15:13, 15:22,
 16:1, 19:1, 19:2, 20:5, 21:1,
 21:2, 21:6, 21:11 to 21:13, 22:4,
 22:6 to 22:8, 22:10, 28:2, 29:2,
 29:6, 29:7, 29:12, 29:14, 34:1
 to 35:1, 36:4, 37:1, 46:1, 49:2,
 49:4, 55:2, 57:12, 57:13, 59:1,
 62:1, 67:8, 67:15, 67:17, 67:20,
 67:40, 67:41, 67:43, 67:45,
 67:46, 67:50, 67:61, 73:2, 73:7,
 75:10, 75:14, 76:1, 76:2, 76:9,

EVIDENCE—Cont'd

79:3, 83:4, 83:8, 83:10, 98:1,
 104:1, 117:1 to 117:3, 118:5,
 118:8, 118:9, 118:11, 119:1 to
 121:1
 Testimonial evidence, 8:2, 10:7, 15:8
 Title VII, 1:4, 1:5, 2:1, 2:2, 2:4, 3:1
 to 3:7, 3:9 to 3:12, 3:14, 3:16,
 3:18, 4:1 to 4:12, 4:16 to 4:20,
 5:1, 6:1, 6:3 to 6:5, 6:8, 6:10,
 7:1, 8:1 to 10:7, 11:1, 12:3,
 14:1 to 14:3, 15:2, 15:9, 15:11
 to 15:14, 15:16, 15:21, 15:22,
 16:1, 19:1, 20:1, 20:3, 21:2,
 21:3, 21:6, 21:8, 21:9, 21:11,
 21:12, 22:2, 22:4 to 22:6, 22:8
 to 22:10, 22:12, 27:1, 29:11,
 29:12, 29:14, 30:13, 34:1 to
 35:1, 57:12, 57:13, 64:1, 67:5,
 67:15, 67:50, 67:53, 73:2, 74:3,
 75:4, 76:2, 83:8, 83:9, 83:11,
 111:6, 115:2, 117:1 to 117:3,
 118:2, 118:5, 118:8 to 118:12,
 118:15, 119:1, 121:1, 121:3
 Types of evidence, 10:7
 Weight, 3:3, 3:10, 3:12, 3:16, 4:4,
 4:5, 4:8, 4:12, 4:18, 4:20, 6:1,
 6:5, 8:2, 10:7, 14:2, 14:3, 15:9,
 15:16, 21:6, 21:14, 22:6, 22:7,
 34:1 to 67:3, 67:5, 67:8, 67:34,
 67:35, 67:37, 67:39, 67:43,
 67:45, 67:50, 67:53, 67:61,
 75:6, 75:7, 75:10, 76:2, 76:4,
 76:6, 76:8, 83:6, 118:9
 Witnesses, 3:6, 3:7, 3:9, 3:12, 3:14,
 3:16, 3:18, 4:2, 4:4, 4:5, 4:12,
 4:18, 5:1, 6:3, 6:4, 10:2, 15:5,
 15:8, 15:9, 15:21 to 15:23,
 15:27, 16:1, 19:1, 21:11, 21:12,
 22:6, 22:8, 26:12, 30:9, 30:13,
 67:8, 67:37, 67:45, 67:50, 75:7,
 76:2, 96:7, 96:13, 100:4, 104:1,
 115:12, 117:1, 117:2, 118:5,
 118:11, 119:1
 Work history, 2:4, 3:9, 10:4, 34:2,
 67:8, 67:56

EX PARTE COMMUNICATIONS

Executive Order 11246, 115:14

EXAMINATION

Federal employment, 2:1, 4:5

INDEX

EXAMINATION—Cont'd

Labor Management Relations Act,
67:8

EXCESS BENEFIT PLANS

Employee Retirement Income Security Act, 67:10, 67:53

EXECUTIVE ORDER 11246

Administrative complaint, 114:2,
115:4, 115:19
Administrative law judges, 115:12
Admissions, 115:7, 115:10, 115:12,
115:19
Amicus curiae, 115:17
Answers, 115:7, 115:19
Appearance, 115:13
Bidders, 110:2, 112:5
Briefs, 115:18, 115:19
Civil actions, 111:3
Complaints, 109:1, 110:2, 112:10,
112:11, 116:1
Conciliation, 109:1, 111:6, 112:9,
112:12, 112:14, 114:1, 114:2,
115:19
Counsel, 109:1, 115:10, 115:11,
115:13, 115:14
Depositions, 115:9, 115:19
Discovery, 109:1, 111:6, 115:2,
115:19
Evidence, 74:3, 111:6, 111:8, 112:8,
112:14, 114:2, 115:2, 115:9,
115:11, 115:12, 115:14
Expedited hearings, 115:19
Government contractors, 109:1,
110:2, 111:2, 111:6, 112:1,
113:3
Hearings, 85:4, 110:2, 112:7, 115:19
Hiring, 111:6 to 111:8, 112:9, 113:2,
114:9, 114:10, 115:2, 116:1
Interrogatories, 115:7, 115:12
Investigations, 111:6, 112:11, 112:12
Motions, 115:6, 115:12
Notice, 110:2, 112:3, 112:13, 112:14,
113:3, 114:2, 115:1, 115:4,
115:9, 115:10, 115:12
Objections, 115:7, 115:12, 115:14
Parties, 74:3, 109:1, 111:5, 112:2,
115:1, 115:6, 115:9 to 115:13,
115:17 to 115:19

EXECUTIVE ORDER 11246

—Cont'd

Place, 111:7, 114:10, 115:10, 115:13,
116:1
Pleadings, 115:3, 115:10, 115:13
Prospective contractors, 110:2, 112:5
Rehabilitation Act, 74:3, 85:4, 109:1,
111:5, 111:10
Reinstatement, 113:4
Subpoenas, 115:12
Summary judgment, 109:1, 115:15
Witnesses, 115:10, 115:12, 115:13

EXEMPTIONS

Individual retirement accounts, 67:57

EXISTENCE

Unfair labor practices, 74:3

EXPECTATION

Unions, 15:9, 67:3, 67:5, 67:8,
67:15, 67:16, 67:40, 67:41,
75:10

EXPERT

Costs, 1:4, 3:11, 3:12, 3:14, 4:10,
4:12, 6:3, 10:4, 10:6, 10:7, 11:1,
12:3, 15:16, 18:3, 19:1, 21:7,
21:9, 22:6, 22:7, 26:5, 34:1 to
35:1, 55:1, 63:2, 67:8, 67:20,
67:21, 67:23, 67:35, 67:37,
67:43, 67:45, 67:50, 67:61,
68:4, 73:5, 117:2, 118:8, 118:11,
118:12, 118:15, 120:1 to 120:6,
120:8, 120:9
Discovery, 3:11, 3:12, 3:14, 3:16,
4:10, 15:9, 19:1, 21:11, 22:6 to
22:8, 32:1, 67:8, 67:23, 67:37,
67:43, 67:50, 117:2, 118:8,
118:11, 118:15, 120:1, 120:4,
120:6
Fair Labor Standards Act, 55:1
Generally, 4:8, 4:10 to 4:12
Selection, 3:12, 3:16, 4:8, 4:10, 4:12,
15:9, 21:8, 22:6 to 22:8, 67:8,
67:20, 67:23, 67:45, 118:9
Witness, 1:4, 3:12, 3:16, 4:12, 6:3,
10:7, 11:1, 15:5, 15:9, 15:16,
16:1, 19:1, 21:11, 22:6 to 22:8,
34:2, 35:1, 55:1, 63:2, 67:8,
67:43, 67:50, 115:9, 117:2,
118:8, 118:11, 118:12, 120:1 to

EXPERT—Cont'd

120:3, 120:5, 120:6, 120:8,
120:9

EXPLANATIONS

Unions, 14:3, 15:9, 15:14, 67:8,
67:40

EXTENSIONS

Worker Adjustment and Retraining
Notification Act, 67:8

EXTENT

Federal employment, 2:1, 4:3, 4:5,
8:2, 15:10, 20:1, 82:1, 120:6
Labor Management Relations Act,
42:1, 49:3, 67:8
Unions, 4:10, 10:7, 14:3, 15:9,
15:11, 67:3, 67:5, 67:8, 67:15,
67:16, 67:23, 67:40, 67:41,
110:2

EXTRINSIC EVIDENCE

Labor Management Relations Act,
67:8

FACTORS

Federal employment, 2:1, 4:3, 4:5
Labor Management Relations Act,
49:3, 67:8

**FAILURE TO PROVIDE
CERTIFICATION**

Family and Medical Leave Act, 55:1

FAIR DEALING

At-will employment, 15:8, 73:1,
73:2, 75:12, 75:14, 75:17, 76:1,
76:2, 76:11

FAIR LABOR STANDARDS ACT

Airlines, 55:1, 64:1, 67:5
Appeals, 55:1, 64:1, 76:1
Assignments, 26:3
Bankruptcy, 50:8, 67:5
Casual employees, 67:5
Closely related, 67:5
Collateral estoppel, 76:1
Collective bargaining agreements,
67:5
Commerce, 26:3, 55:1, 57:2, 67:5
Common law, 26:3, 50:8, 57:2, 67:5,
76:1

**FAIR LABOR STANDARDS ACT
—Cont'd**

Common ownership, 50:8
Complaints, 57:2
Congress, 15:15, 55:1, 57:2, 67:5
Costs, 26:3, 55:1, 57:2, 64:1, 67:5,
76:1
Coverage, 50:8, 57:2, 67:5, 76:1
Credit, 55:1, 57:2, 67:5
Damages, 15:15, 26:3, 55:1, 64:1,
67:5, 76:1
Date, 26:3, 50:8, 55:1, 57:2, 67:5,
76:1
Department of Labor, 50:8, 55:1,
63:3, 67:5
Discovery, 76:1
Discrimination, 15:15, 26:3, 50:8,
55:1, 64:1, 67:5, 76:1
Emotional distress, 26:3, 55:1, 64:1,
76:1
Employ, 57:2
Employee, 15:15, 26:3, 50:8, 55:1,
57:2, 63:3, 64:1, 67:5, 76:1
Employer, 15:15, 26:3, 50:8, 55:1,
57:2, 63:3, 64:1, 67:5, 76:1
Enforcement, 15:15, 55:1, 67:5, 76:1
Enterprise, 50:8
Estoppel, 26:3, 76:1
Evidence, 55:1, 57:2, 64:1, 67:5,
76:1
Exceptions, 67:5
Exclusions, 67:5, 76:1
Family members, 55:1, 63:3, 67:5
Federal law, 15:15, 55:1
Fine, 67:5
Fraud, 50:8, 67:5
Gender, 15:15
Good faith, 50:8, 55:1, 64:1, 76:1
Goods, 50:8
Government officials, 63:3
Imprisonment, 76:1
Independent contractors, 50:8, 57:2,
67:5, 76:1
Joint employers, 67:5
Jurisdiction, 26:3, 50:8, 57:2, 67:5
Jury trial, 76:1
Knowledge, 67:5
Legislative history, 15:15, 50:8, 67:5

INDEX

FAIR LABOR STANDARDS ACT —Cont'd

Liquidated damages, **26:3, 55:1, 64:1**
Materials, **67:5**
Method of compensation, **67:5**
Minimum wage, **63:3**
New trial, **76:1**
Nonprofit organizations, **50:8**
Notice, **50:8, 55:1, 57:2, 64:1, 67:5**
Overtime, **15:15, 50:8, 55:1, 63:3**
Parts, **67:5**
Payroll deductions, **67:5**
Pleadings, **67:5**
Police, **50:8, 55:1**
Post-judgment interest, **55:1**
Prejudgment interest, **64:1**
Prima facie case, **57:2, 64:1, 67:5**
Public agencies, **50:8**
Punitive damages, **26:3, 55:1, 64:1, 76:1**
Recordkeeping, **63:3, 67:5**
Regulations, **50:8, 55:1, 57:2, 63:3, 67:5**
Related claims, **76:1**
Remedies, **15:15, 50:8, 55:1, 67:5, 76:1**
Reports, **67:5**
Retaliation, **15:15, 55:1, 57:2, 64:1, 76:1**
Schools, **15:15, 55:1, 57:2, 64:1**
Secretary of Labor, **55:1, 57:2, 67:5**
Settlement, **67:5, 76:1**
Settlements, **67:5**
Sex, **55:1, 76:1**
Statute of limitations, **55:1, 76:1**
Students, **57:2**
Suffer or permit to work, **57:2**
Summary judgment, **76:1**
Temporary employees, **50:8, 67:5**
Trial, **26:3, 55:1, 57:2, 64:1, 76:1**
United States, **15:15, 26:3, 55:1, 57:2, 67:5**
Venue, **26:3**
Waiting, **67:5**
Workweek, **57:2**

FAIR REPRESENTATION

Claims, **2:2, 22:1**

FAIR REPRESENTATION—Cont'd

Dues, **2:2**
Emotional distress, **22:1**
Hiring hall, **2:2**
Procedure, **2:2**

FALSE STATEMENTS

Criminal penalties, **67:51**

FAMILY AND MEDICAL LEAVE ACT

50 employees, **56:1, 57:2, 57:5, 64:1**
Adoption, **55:2, 55:3, 57:6, 57:7, 57:9, 57:11, 61:3, 63:1, 65:1**
Benefits, **15:3, 15:13, 34:2, 55:1 to 56:1, 57:2, 57:3, 57:5, 57:10 to 57:13, 58:1, 59:1, 60:1, 61:2, 61:3, 62:1, 63:1 to 63:5, 64:1, 65:1, 76:2**
Birth, **34:2, 55:1 to 55:3, 57:2, 57:6, 57:7, 57:9, 57:11, 61:3, 65:1**
Burden of proof, **34:2, 57:13**
Certification, **34:2, 55:1, 55:2, 55:5, 57:8, 57:12, 57:13, 58:1, 59:1, 61:2, 61:3, 62:1, 63:1, 63:3, 65:1, 65:2, 121:4 to 121:6, 121:8**
Collective bargaining agreements, **63:4**
Colleges, **15:3, 15:13, 63:4**
Compensation, **15:15, 34:2, 55:1, 56:1, 57:2, 59:1, 61:3, 63:2, 63:3, 64:1, 76:2, 121:4**
Conditions of employment, **59:1, 63:1**
Coverage, **34:2, 56:1, 57:2, 57:7, 58:1, 63:5, 65:1, 76:2**
Damages, **15:3, 15:13, 15:15, 34:2, 55:1, 56:1, 57:12, 57:13, 63:2, 64:1, 76:2**
Daughter, **55:1, 55:2, 55:5, 57:2, 57:6 to 57:9, 61:3, 65:1**
Department of Labor, **55:1, 55:2, 55:5, 56:1, 61:2 to 65:3**
Designation notice, **55:5**
Disability, **15:13, 34:2, 55:1, 57:1, 57:2, 57:5, 57:7, 57:8, 57:10 to 57:13, 59:1, 65:1, 76:2**
Discrimination, **15:3, 15:13, 15:15, 34:2, 55:1 to 55:3, 57:1, 57:12,**

EMPLOYMENT LAW CHECKLISTS AND FORMS

FAMILY AND MEDICAL LEAVE ACT—Cont'd

57:13, 64:1, 76:2, 121:4 to 121:6, 121:8
 Discrimination prohibition, 76:2
 Duration, 34:2, 55:5, 57:12, 61:3, 62:1, 63:4, 65:1
 Educational agencies, 56:1, 63:4
 Educational institutions, 55:1, 63:4
 Effective date, 34:2, 55:4
 Employees, 15:3, 15:13, 15:15, 34:2, 55:1 to 55:4, 56:1, 57:1 to 57:7, 57:10 to 57:13, 58:1, 59:1, 60:1, 61:1 to 61:3, 62:1, 63:1 to 63:5, 64:1, 65:1, 76:2, 121:4
 Employers, 15:13, 34:2, 55:1 to 55:3, 56:1, 57:2, 57:3, 57:6, 57:7, 57:11, 57:13, 57:14, 58:1, 59:1, 61:2 to 63:3, 64:1, 76:2, 121:5
 Employers covered, 56:1, 57:7
 Enactment, 76:2
 Enforcement, 15:13, 15:15, 34:2, 55:1, 63:2, 76:2, 121:4
 Equivalent benefits, 59:1
 Equivalent pay, 55:2, 57:10, 63:4
 Equivalent position, 55:2, 59:1, 63:4
 Evidence, 15:13, 34:2, 55:1, 55:2, 55:5, 56:1, 57:2, 57:8, 57:12, 57:13, 59:1, 62:1, 64:1, 76:2
 Exemptions, 15:13, 76:2
 Failure to provide certification, 55:1
 Family member, 55:1 to 57:2, 57:7, 57:8, 57:11, 58:1, 61:3, 62:1, 63:4, 64:1, 65:1, 121:4 to 121:6, 121:8
 Foreseeable leave, 61:3, 62:1
 Gender discrimination, 15:13, 15:15, 76:2
 Group health plan, 57:2
 Health benefits, 15:13, 55:2, 57:3, 58:1, 59:1, 60:1, 61:2, 62:1, 63:1, 63:4
 Health conditions, 55:1 to 55:3, 55:5, 57:1, 57:2, 57:7, 64:1
 Immunity, 15:3, 15:13, 55:1, 76:2
 Insurance premiums, 61:2, 76:2
 Interference with rights, 55:1, 64:1

FAMILY AND MEDICAL LEAVE ACT—Cont'd

Intermittent leave, 34:2, 55:3, 57:2, 57:6, 57:7, 57:10, 57:13, 63:1, 63:4, 64:1
 Involuntary leave, 57:12, 63:4
 Job restoration, 57:3, 57:13, 61:2, 63:2
 Joint employers, 57:3
 Litigation, 61:3, 76:2
 Maternity leave, 57:13
 Model company policy, 65:1
 Multi-employer, 58:1
 Notice, 34:2, 55:1 to 55:3, 55:5, 57:2, 57:3, 57:5, 57:11 to 57:14, 59:1, 60:1, 61:1 to 61:3, 62:1, 63:1 to 64:1, 65:1, 76:2, 121:4 to 121:6
 Notices, 57:3, 61:1 to 61:3, 62:1, 63:3
 Overtime, 15:15, 34:2, 55:1, 57:6, 57:10, 63:3, 76:2
 Paid leave, 55:1, 55:2, 55:5, 56:1, 57:11, 61:2, 65:1
 Public policy, 76:2
 Purpose, 15:13, 15:15, 34:2, 55:1, 55:3, 56:1, 57:11, 61:3, 63:4, 76:2
 Qualified immunity, 15:3
 Recertification, 55:5, 61:2, 62:1
 Recordkeeping, 63:3, 76:2
 Recordkeeping requirements, 63:3
 Reduced schedule, 57:13, 63:2, 63:4, 65:1
 Reemployment rights, 15:15
 Regulations, 15:3, 34:2, 55:1, 55:3 to 55:5, 56:1, 57:1 to 57:12, 58:1, 59:1, 60:1, 61:1 to 61:3, 62:1, 63:1 to 63:5, 76:2, 121:4 to 121:6, 121:8
 Reinstatement, 34:2, 55:1, 55:2, 57:13, 58:1, 59:1, 60:1, 62:1, 63:1 to 63:5, 64:1, 76:2
 Remedies, 15:13, 15:15, 55:1, 63:2, 76:2
 Requirements, 15:15, 34:2, 55:2, 55:5, 57:5, 57:10 to 57:13, 61:1 to 61:3, 62:1, 63:3, 76:2, 121:4 to 121:6, 121:8

INDEX

FAMILY AND MEDICAL LEAVE

ACT—Cont'd

Retaliation, 15:13, 15:15, 55:1 to 57:2, 57:12, 57:13, 63:1 to 64:1, 76:2
Schools, 15:3, 15:13, 15:15, 34:2, 55:1 to 57:2, 57:5, 57:13, 57:14, 63:4, 64:1
Secondary schools, 63:4
Serious health condition, 55:1 to 55:3, 55:5, 56:1, 57:2, 57:6 to 57:11, 57:13, 58:1, 61:2, 61:3, 62:1, 63:1, 63:4, 64:1, 65:1
Serious health conditions, 55:1 to 55:3, 55:5, 57:1, 57:2, 57:7, 64:1
Sick leave, 15:13, 34:2, 57:2, 57:6, 57:11, 59:1, 65:1
Statute of limitations, 55:1, 57:14, 59:1
Substance abuse, 15:15, 57:2, 76:2
Teachers, 15:13, 57:5
Universities, 15:3, 63:4
Waiver, 15:3, 55:1, 61:3, 76:2

FEDERAL ARBITRATION ACT

National Labor Relations Board, 22:15, 67:39

FEDERAL CONTRACTORS

Employment practices, 83:2, 111:6

FEDERAL EMPLOYMENT

Agencies, 2:1, 82:1
Amendment, 2:1, 15:10, 20:1
Applicability, 15:10
Arbitration, 3:8, 4:5, 8:2
Availability, 4:3, 4:5, 82:1
Awards, 4:5, 120:6
Briefs, 2:1
Charges, 2:1, 4:3, 4:5, 8:2, 20:1
Choice, 4:3, 4:5, 8:2
Coercion, 8:2
Collective bargaining, 2:1, 4:5, 15:10
Complaints, 4:5, 8:2
Compliance, 4:3, 4:5, 8:2, 20:1
Conflict, 2:1, 4:5, 15:10
Costs, 2:1, 4:3, 8:2, 20:1, 120:6
Courts, 2:1, 4:3, 4:5, 8:2, 15:10, 20:1, 120:6

FEDERAL EMPLOYMENT

—Cont'd

Date, 2:1, 4:3, 4:5, 8:2
Decisions, 2:1, 4:3, 4:5, 8:2, 20:1
Determinations, 4:5, 8:2
Disclosures, 8:2
Discovery, 4:3, 4:5, 120:6
Discrimination, 2:1, 3:8, 4:3, 4:5, 8:2, 15:10, 20:1, 110:1, 111:2, 120:6
Duties, 2:1, 4:3, 4:5, 8:2, 15:10, 20:1
Eligibility, 4:3
Enforcement, 2:1, 4:3, 4:5, 20:1
Equal Employment Opportunity Commission, 2:1, 8:2, 20:1, 120:6
Evidence, 2:1, 4:3, 4:5, 8:2, 20:1
Exceptions, 2:1, 4:3, 4:5
Exclusions, 2:1
Factors, 2:1, 4:3, 4:5
Fees, 8:2, 120:6
Filing, 2:1, 3:8, 4:3, 8:2
Findings, 4:3, 4:5, 8:2, 15:10
Firefighters, 2:1, 8:2, 20:1
General Counsel, 4:5, 20:1
Grievances, 4:3, 8:2
Guidance, 4:5
Inquiries, 15:10
Investigations, 2:1, 4:5, 8:2
Issuance, 2:1, 8:2
Issues, 2:1, 3:8, 4:3, 4:5, 8:2, 111:2, 120:6
Jurisdiction, 2:1, 20:1, 110:1, 120:6
Labor relations, 2:1
Meetings, 4:3, 4:5, 8:2, 15:10
Members, 2:1, 4:3, 4:5, 8:2, 20:1, 82:1
Motions, 2:1, 4:3, 120:6
Nature, 2:1, 4:3, 4:5, 8:2, 15:10, 20:1
Negotiations, 8:2
Notice, 2:1, 4:3, 4:5, 8:2
Number of employees, 2:1, 20:1
Objections, 15:10
Officials, 2:1, 4:5, 8:2, 20:1
Orders, 8:2
Panels, 120:6
Parties, 2:1, 4:5, 8:2, 20:1

FEDERAL EMPLOYMENT

—Cont'd

Pleadings, 120:6
 Power, 2:1, 4:3, 4:5, 8:2, 20:1
 Proceedings, 4:5
 Proof, 2:1, 4:3, 4:5, 8:2, 20:1, 120:6
 Protection, 2:1, 4:3, 4:5, 15:10, 20:1
 Recommendations, 2:1, 4:5, 8:2, 82:1
 Record, 2:1, 4:3, 4:5, 8:2, 15:10
 Regulation, 4:3
 Regulations, 2:1, 4:5, 8:2, 111:2
 Remedies, 3:8, 8:2
 Representation, 120:6
 Requests, 4:3, 4:5, 8:2, 120:6
 Responsibilities, 2:1, 4:3, 4:5, 8:2, 20:1, 82:1
 Retaliation, 2:1, 4:3, 4:5, 8:2
 Review, 2:1, 4:3, 4:5, 8:2, 15:10, 20:1, 82:1, 120:6
 Revocation, 4:3
 Rights, 2:1, 3:8, 4:3, 4:5, 8:2, 15:10, 20:1, 120:6
 Role, 2:1, 4:3, 4:5, 8:2, 20:1, 120:6
 Rules, 2:1, 4:3, 4:5
 Scope, 2:1, 4:3, 8:2, 15:10, 20:1
 Selection, 4:3, 4:5, 8:2, 111:2
 Service, 2:1, 4:3, 4:5, 8:2, 15:10, 82:1, 97:2, 120:6
 Standards, 2:1, 4:3, 4:5, 20:1
 Statements, 2:1, 4:3, 4:5, 8:2
 Strikes, 4:5
 Subpoenas, 2:1
 Supervisors, 2:1, 4:3, 4:5, 8:2, 20:1
 Violations, 2:1, 4:3, 4:5, 8:2
 Work assignments, 2:1

FEDERAL QUESTION

Jurisdiction, 3:4, 15:3, 15:18, 18:1, 67:37, 67:53, 67:54, 104:1

**FEDERAL RULES OF CIVIL
PROCEDURE**

Administrative proceedings, 4:20, 115:1

FEDERAL STATUTES

Americans with Disabilities Act, 15:15, 67:60, 74:3, 121:1

FEDERAL STATUTES—Cont'd

Arbitration, 4:20, 67:39, 67:60, 98:1, 117:1
 Collective bargaining agreement, 4:20, 20:5, 46:1, 67:39, 67:60, 74:3, 76:2
 Due process, 74:3, 98:1, 117:1
 Equal protection, 15:15, 74:3, 117:1
 Family and Medical Leave Act, 15:15, 76:2
 Genetic Information Non-discrimination Act, 121:1, 121:3
 Legal right, 76:2
 Parties, 4:20, 67:39, 67:60, 74:3, 76:2, 98:1, 117:1
 Pregnancy discrimination, 76:2
 Recordkeeping, 67:60, 76:2
 Rehabilitation Act, 15:15, 74:3, 76:2
 Remedies, 4:20, 15:15, 21:2, 46:1, 67:39, 67:60, 76:2, 121:1
 Restoration, 67:60
 Uniformed Services Employment and Reemployment Rights Act, 67:60
 Veterans, 15:15, 67:60, 74:3

FEES

Collective bargaining agreements, 22:15, 67:5, 67:8, 67:17, 67:23

FIGHTING

Discipline, 15:9

FILING

Health maintenance organizations, 67:53
 National Labor Relations Act, 67:5, 76:1, 76:9
 Railway Labor Act, 4:20, 67:39, 67:53

FINAL DECISION

Labor Management Relations Act, 67:8

FINALITY

Collective bargaining agreements, 67:8, 67:17
 Federal employment, 3:8

FINDINGS

Railway Labor Act, 67:39

INDEX

FINDINGS OF FACT

Collective bargaining agreements,
67:17

FINES

National Labor Relations Board,
67:37

FIRST AMENDMENT

Employment practices, 3:16, 7:1,
8:1, 15:5, 15:9, 118:8
Federal preemption, 76:2
Retaliation claims, 2:1, 3:16, 8:1,
76:2, 118:8
Section 1983, 3:9, 4:21, 7:1, 15:2,
15:5 to 15:7, 15:9 to 15:12,
15:16, 15:19, 15:21, 15:22,
15:24, 15:25, 15:27, 118:11

FIRST AMENDMENT RIGHTS

At-will employment, 15:11, 75:14

FLIGHT ENGINEERS

Mandatory retirement, 20:5, 22:12

FLORIDA

Age Discrimination in Employment
Act, 3:11, 4:16, 10:7, 15:3,
20:2, 21:3, 21:9, 21:11, 22:6 to
22:8, 74:3, 118:5
Age discrimination, 3:11, 4:2, 4:4,
4:12, 4:16, 10:7, 15:3, 20:2,
21:3, 21:9, 21:11, 22:6 to 22:8,
57:13, 64:1, 74:3, 76:2, 118:5
Assignments, 2:1, 3:11, 4:12, 6:4,
8:2, 14:1, 21:3, 22:6 to 22:8,
67:8
At-will employment, 76:2
Citizenship discrimination, 2:1
Compensation, 2:1, 3:9, 3:11, 4:4 to
4:6, 4:12, 6:4, 6:7, 8:2, 10:4,
10:7, 15:14, 21:3, 21:9, 22:6,
22:7, 29:10, 56:1, 64:1, 67:8,
67:39, 67:41, 67:57, 74:3, 76:2,
118:8
Complaints, 3:9, 3:14, 4:2, 4:4, 4:5,
4:12, 4:16, 6:4, 8:2, 10:7, 14:1,
15:22, 21:3, 22:6, 22:8, 67:8,
67:39, 76:2, 112:11
Conciliation, 3:6, 3:9, 4:16, 21:3,
22:8

FLORIDA—Cont'd

Conditions of employment, 2:1, 3:9,
3:14, 6:4, 8:2, 22:6, 63:1
Constitutionality, 10:7, 15:22
Court proceedings, 76:2
Disclosures, 8:2, 21:11, 67:41
Employment practices, 3:11, 4:2, 4:5,
10:4, 14:1, 22:6, 22:7, 83:1,
118:8
Evidence, 2:1, 3:6, 3:9, 3:11, 3:14,
4:2, 4:4 to 4:6, 4:12, 4:16, 6:4,
8:2, 10:4, 10:7, 14:1, 15:4,
15:14, 15:22, 21:3, 21:9, 21:11,
22:6 to 22:8, 29:10, 56:1,
57:12, 57:13, 64:1, 67:8, 67:39,
67:41, 67:57, 74:3, 76:2, 83:6,
118:1, 118:5, 118:8, 118:15
Exemptions, 67:8, 67:57, 76:2
Federal contractors, 90:1
Fringe benefits, 2:1, 3:11, 10:4, 10:7,
14:1, 21:9, 22:6, 67:8, 83:1
Garnishment, 76:2
Harassment, 2:1, 3:6, 3:9, 3:11, 3:14,
4:2, 4:4, 4:5, 4:12, 4:16, 6:4,
8:2, 10:4, 10:7, 14:1, 15:22,
21:3, 21:9, 22:6 to 22:8, 64:1,
76:2, 83:6, 118:8
Health, 2:1, 3:9, 3:14, 4:2, 4:4 to
4:6, 4:12, 6:4, 6:7, 8:2, 10:4,
10:7, 15:22, 20:2, 21:9, 22:6,
22:7, 29:10, 56:1, 57:12, 57:13,
63:1, 64:1, 67:8, 67:39, 67:41,
67:57, 76:2, 83:1, 90:1, 118:1,
118:8
Hearings, 3:11, 10:4, 118:8
Hiring practices, 3:9, 4:12, 15:14,
118:5
Holidays, 67:8
Investigations, 2:1, 4:5, 6:4, 8:2,
10:7, 15:22, 22:6, 112:11
Jury duty, 76:2
Life insurance, 2:1, 67:8, 67:39,
67:41
Mandatory retirement, 20:2, 21:3,
22:6 to 22:8
Marital status, 67:8
Medical benefits, 67:8, 67:39
National origin discrimination, 4:4
Notice, 2:1, 3:6, 3:9, 3:11, 3:14, 4:2,
4:4, 4:5, 4:12, 4:16, 6:4, 6:7,

FLORIDA—Cont'd

8:2, 10:4, 10:7, 15:22, 20:2,
21:3, 21:11, 22:6, 22:7, 57:12,
57:13, 63:1, 64:1, 67:8, 67:39,
67:41, 76:2, 83:1, 90:1, 118:15

Overtime pay, 21:9, 76:2

Physical fitness, 3:14, 4:6

Pregnancy discrimination, 4:2, 4:5,
6:7, 10:7, 76:2

Private rights, 76:2

Race discrimination, 3:14, 4:2, 4:4,
4:5, 4:12, 8:2, 14:1, 15:22

Religious discrimination, 2:1

Remedies, 3:6, 3:11, 3:14, 4:4, 8:2,
10:4, 10:7, 20:2, 21:3, 21:9,
22:6, 22:7, 29:10, 67:39, 67:41,
67:57, 76:2, 83:1, 90:1, 118:1

Retention of employees, 2:1

Sanctions, 3:9, 4:5, 4:12, 21:11,
22:8, 67:39, 90:1, 112:11,
118:5, 118:8

Seniority systems, 21:3

Sex discrimination, 3:9, 3:11, 3:14,
4:2, 4:4, 4:5, 4:12, 6:4, 6:7, 8:2,
10:7, 15:22, 21:3, 29:10, 57:13,
76:2

State statutes, 15:3, 67:41

Terminated employee, 4:4, 8:2, 22:6,
22:7, 57:13, 63:1

Terms, 2:1, 3:9, 3:11, 3:14, 4:2, 4:4,
4:5, 4:12, 4:16, 6:4, 8:2, 14:1,
15:14, 15:22, 20:2, 21:9, 21:11,
22:6 to 22:8, 64:1, 67:8, 67:39,
67:41, 74:3, 76:2, 90:1, 118:1

Training programs, 67:8

Unemployment compensation, 4:12,
8:2, 10:4, 21:9, 76:2

Uniformed service members, 2:1

FOREIGN NATIONS

National Labor Relations Act, 67:5

FORMER EMPLOYEES

Employee Retirement Income Secu-
rity Act, 57:2, 66:2, 67:5, 67:7,
67:9, 67:30, 67:40, 67:45

Employment practices, 4:5, 7:1, 8:1,
22:6, 27:1, 76:1

Negligent hiring, 76:1

FORMER EMPLOYEES—Cont'd

Retaliation, 2:1, 3:9, 4:5, 4:12, 6:8,
7:1, 8:1, 21:2, 21:11, 22:6,
22:10, 29:8, 55:1, 57:2, 57:12,
67:40, 76:1, 76:2

FORMS

Unions, 2:2, 10:7, 15:13, 67:8,
67:15, 67:16, 67:23, 67:41,
67:56, 75:10, 108:1, 110:2,
114:10

FOUR-FIFTHS RULE

Disparate impact, 4:9, 4:12, 22:9

FRINGE BENEFITS

Age Discrimination in Employment
Act, 3:11, 10:7, 15:13, 20:5,
21:8, 21:9, 22:6, 23:2, 23:3,
25:8, 25:9, 26:3, 26:7, 117:1,
117:2

Americans with Disabilities Act,
35:1, 41:1, 43:1, 45:1, 67:8

Death benefits, 2:1, 67:8, 67:45

Dependents, 67:8, 67:45

Employment practices, 1:1, 3:11,
10:4, 12:5, 14:1, 15:8, 15:13,
18:5, 22:6, 26:3, 26:7, 68:6,
80:6, 83:1, 122:1

Equal Pay Act, 30:2, 117:1

General discussion, 3:11, 10:4

Meal breaks, 35:1

Rehabilitation Act, 35:1, 41:1, 43:1,
83:1, 87:1, 89:1

Spouses, 15:13, 30:2, 67:8, 67:45

Title VII, 1:1, 2:1, 3:1, 3:11, 4:3,
10:1, 10:4, 10:7, 12:1, 12:5,
12:8, 14:1, 15:13, 15:16, 21:8,
21:9, 22:6, 30:2, 35:1, 41:1,
67:10, 83:1, 117:1, 117:2

FRONT PAY

Antagonism, 10:6

Backpay, 3:4, 10:4, 21:9, 118:11

Compensatory damages, 3:16, 4:12,
10:4, 10:6, 10:7, 15:16, 21:8,
29:11, 34:1, 41:1, 55:1, 67:15,
67:37, 76:1, 118:11

Discipline, 4:12, 10:2, 10:7, 64:1,
73:1

Duration of front pay period, 21:9

General discussion, 10:4

INDEX

FRONT PAY—Cont'd

- Liquidated damages, 21:1, 21:7 to 21:9, 23:3, 26:12, 29:11, 55:1, 64:1, 67:37, 73:1, 75:17
- Reinstatement, 3:4, 3:16, 10:1 to 10:4, 10:6, 15:4, 15:16, 21:7, 21:9, 23:3, 26:12, 29:11, 34:1, 55:1, 64:1, 67:15, 67:37, 73:1, 75:17, 76:1, 77:7
- Tax consequences, 21:8, 25:9
- Termination of employment, 26:12, 67:15, 76:1

FULL FAITH AND CREDIT

- Jurisdiction, 15:21, 67:34

FUTILITY

- Labor Management Relations Act, 67:8
- Railway Labor Act, 67:39

GARNISHMENT

- At-will employment, 76:2
- Defined, 67:30, 67:34, 67:40, 67:50, 67:53, 76:2
- Discipline, 67:30, 76:2
- Earnings, 67:34, 67:40, 67:53
- Termination of employment, 67:53, 76:2

GAS

- National Labor Relations Board, 67:39, 76:2

GENDER DISCRIMINATION

- Adverse actions, 3:1, 3:12, 3:16, 4:3, 4:12, 8:2
- Affirmative Action, 3:12, 3:16, 4:2 to 4:5, 4:19, 6:5, 15:13
- Appearance, 3:16, 4:2, 4:5, 6:1, 76:2
- Business necessity, 4:2
- Comparators, 3:12, 4:3, 4:5, 15:13
- Compensation discrimination, 3:1
- Discharge, 3:1, 3:12, 3:14, 3:16, 4:2 to 4:5, 4:12, 4:18, 6:1, 6:5, 8:2, 15:13, 22:12, 74:3, 76:2, 118:8
- Equal Pay Act, 3:16, 4:4, 4:18, 74:3, 118:5, 118:8
- Evidence, 3:1, 3:2, 3:12, 3:14, 3:16, 4:2 to 4:6, 4:12, 4:18, 4:19, 6:1, 6:5, 8:2, 9:1, 14:2, 15:13, 22:12, 74:3, 76:2, 118:5, 118:8

GENDER DISCRIMINATION

—Cont'd

- Expert testimony, 3:12, 4:12, 22:12
- Family and Medical Leave Act, 15:13, 15:15, 76:2
- Harassment, 3:1, 3:2, 3:12, 3:14, 3:16, 4:2 to 4:5, 4:12, 4:18, 6:1, 6:5, 8:2, 9:1, 15:13, 15:15, 76:2, 118:8
- Lactation, 6:1
- Mandatory maternity leave, 6:1
- Marital status, 6:1, 9:1
- Maternity leave, 3:2, 3:16, 4:2, 4:3, 6:1, 8:2
- Pregnancy, 3:1, 3:12, 3:16, 4:2, 4:3, 4:5, 6:1, 74:3, 76:2
- Pregnancy Discrimination Act, 6:1
- Remedies, 3:1, 3:12, 3:14, 4:4, 4:18, 6:5, 8:2, 9:1, 15:13, 15:15, 76:2
- Retaliation, 3:1, 3:2, 3:12, 3:14, 3:16, 4:2 to 4:5, 4:12, 4:18, 6:1, 6:5, 8:2, 9:1, 14:2, 15:13, 15:15, 74:3, 76:2, 118:5, 118:8
- Sexual orientation, 3:1, 4:12, 6:1, 8:2, 15:13, 74:3
- Sexually provocative, 6:5
- Statistical evidence, 3:16, 4:4, 4:5, 4:12, 15:13
- Stereotyping, 4:2 to 4:5, 4:12, 6:1
- Tenure, 3:1, 3:12, 3:14, 4:2 to 4:5, 4:18, 8:2, 15:13, 74:3, 118:8
- Transsexuals, 6:1

GEORGIA

- Age Discrimination in Employment Act, 21:8, 21:9, 21:11, 21:15, 22:6, 117:1, 117:2, 118:5
- Age discrimination, 4:2, 21:8, 21:9, 21:11, 21:15, 22:6, 67:15, 67:53, 76:2, 117:1, 117:2, 118:5, 118:11
- Agency proceedings, 3:1
- At-will employment, 3:16, 15:8, 15:11, 75:14, 76:2
- Certificates, 67:8
- Compensation, 3:1, 3:16, 4:3, 4:5, 8:1, 8:2, 10:4, 14:3, 15:8, 15:9, 15:11, 21:9, 22:6, 29:7, 29:10, 55:1, 56:1, 67:5, 67:7, 67:8, 67:34, 67:40, 67:45, 67:50,

GEORGIA—Cont'd

67:53, 67:60, 76:2, 83:12,
117:1, 117:2, 118:7, 118:8,
118:11
Conditions of employment, 3:14,
3:16, 4:3, 5:1, 8:2, 14:3, 15:9,
22:6
Constitutionality, 14:3, 15:22, 67:17
Court proceedings, 15:9, 76:2
Death of employee, 21:8
Disclosures, 8:2, 21:11, 118:11
Employment practices, 3:16, 4:2,
4:5, 4:8, 8:1, 10:4, 15:8, 15:9,
22:6, 111:6, 118:8
Equal pay, 3:16, 29:7, 29:10, 117:1,
118:5, 118:8
Exemptions, 21:8, 67:8, 67:17,
67:40, 67:60, 76:2
Federal contractors, 111:6
Form of payment, 67:34
Garnishment, 67:34, 67:40, 67:50,
67:53, 76:2
Health, 3:1, 3:14, 3:16, 3:18, 4:2,
4:3, 4:5, 4:8, 5:1, 8:1, 8:2, 10:4,
14:3, 15:8, 15:9, 15:11, 15:18,
15:22, 21:8, 21:9, 22:6, 29:7,
29:10, 36:4, 55:1, 56:1, 67:5,
67:8, 67:15, 67:17, 67:34,
67:40, 67:45, 67:50, 67:53,
67:60, 70:1, 75:14, 76:2, 117:1,
117:2, 118:7 to 118:9, 118:11
Hiring practices, 117:1, 118:5
Holidays, 67:8
Jury duty, 76:2
Mandatory retirement, 15:8, 21:8,
22:6
Marital status, 15:11, 67:8
Medical benefits, 67:8, 67:15, 67:53
Mental illness, 3:1, 15:9, 67:8, 67:45
Notice, 3:1, 3:14, 3:16, 3:18, 4:2,
4:3, 4:5, 5:1, 8:1, 8:2, 10:4,
14:3, 15:8, 15:9, 15:11, 15:20,
15:22, 21:11, 22:6, 55:1, 67:5,
67:7, 67:8, 67:17, 67:34, 67:40,
67:45, 67:50, 67:53, 67:60,
70:1, 76:2, 117:1, 118:11, 119:1
Overtime pay, 4:3, 15:8 to 21:9,
55:1, 76:2
Pension benefits, 3:1, 4:3, 15:8,
15:11, 21:9, 22:6, 67:5, 67:7,

GEORGIA—Cont'd

67:8, 67:15, 67:17, 67:34,
67:40, 67:45, 67:50, 67:53,
67:60, 76:2
Permits, 3:1, 3:16, 3:18, 8:2, 15:9,
15:11, 21:8, 55:1, 67:5, 67:7,
67:8, 67:15, 67:34, 67:40,
67:45, 67:53, 67:60, 76:2, 83:12
Physical fitness, 3:14
Privileges of employment, 4:3, 14:3
Records, 3:14, 3:16, 3:18, 4:3, 4:5,
8:1 to 14:3, 15:4, 15:8, 15:9,
15:22, 21:9, 22:6, 55:1, 67:5,
67:8, 67:15, 67:17, 67:40,
67:45, 67:50, 67:60, 76:2,
111:6, 118:7, 118:8
Remedies, 3:1, 3:14, 8:1, 8:2, 10:4,
15:8, 15:11, 21:9, 22:6, 29:10,
55:1, 67:5, 67:17, 67:34, 67:40,
67:45, 67:50, 67:53, 67:60,
76:2, 83:12
Sanctions, 4:5, 15:8, 15:9, 21:11,
67:50, 117:1, 118:5, 118:8,
118:11, 119:1
State statutes, 67:53
Termination of employee, 22:6
Terms, 3:1, 3:14, 4:2, 4:3, 4:5, 5:1,
8:1 to 14:3, 15:8, 15:9, 15:11,
15:22, 21:9, 21:11, 22:6, 67:5,
67:7, 67:8, 67:15, 67:17, 67:34,
67:40, 67:45, 67:50, 67:53,
67:60, 75:14, 76:2, 117:1,
118:11
Unemployment compensation, 8:1,
8:2, 10:4, 21:9, 55:1, 67:53,
76:2

GOALS

Citations, 3:1, 4:5, 10:7, 15:9, 22:6,
67:5, 67:8, 67:20, 67:23, 67:39

GOOD CAUSE

Discipline, 3:9, 4:5, 22:2, 22:8, 73:1,
74:2, 74:3, 75:10, 75:12, 76:8
National Labor Relations Board,
22:15, 67:39

GOOD FAITH

Affirmative action plans, 8:1
At-will employment, 15:8, 73:1,
73:2, 75:6, 75:10, 75:12, 75:14,
75:17, 76:1, 76:2, 76:9, 76:11

INDEX

GOOD FAITH—Cont'd

- Backpay, 3:4, 4:4, 8:2, 21:9, 117:1, 118:11
- Civil penalties, 67:35
- Costs of litigation, 117:1
- Labor Management Relations Act, 67:8
- Preemption, 67:8, 67:34, 67:39, 67:40, 67:45, 67:50, 67:51, 67:53, 67:54, 76:1, 76:2, 76:4, 76:9, 76:11, 100:4
- Retaliation, 1:1, 3:4, 3:12, 4:4, 4:5, 6:1, 6:3, 6:8, 7:1, 8:1 to 9:2, 10:7, 14:3, 15:8, 15:9, 15:22, 15:25, 21:2, 21:8, 21:9, 22:7, 22:8, 22:10, 35:1, 41:1, 55:1, 63:2, 64:1, 67:40, 67:53, 73:1 to 74:3, 75:10, 75:14, 76:1, 76:2, 83:8, 83:11, 118:1, 118:5, 118:8, 118:11
- Worker Adjustment and Retraining Notification Act, 46:1, 49:1, 49:4, 50:8, 50:17, 51:1, 67:8, 74:3

GOVERNMENT CONTRACTORS

- Americans with Disabilities Act, 90:1
- Executive Order 11246, 109:1, 110:2, 111:2, 111:6, 112:1, 113:3
- Rehabilitation Act, 84:2, 89:5, 90:1, 109:1
- Training, 84:2, 89:5, 90:1, 109:1, 110:2, 111:2

GOVERNMENT EMPLOYMENT

- Affirmative action, 15:9
- Appeals, 7:1, 15:8
- Civil Rights Acts, 15:8, 15:9
- Contracts, 15:8
- Damages, 15:8, 15:9
- Eleventh Amendment immunity, 7:1
- Equal protection, 15:8
- Federal, 7:1, 15:8, 15:9, 110:1
- First Amendment rights, 15:9
- Free speech, 15:8, 15:9
- Hearings, 15:8, 15:9
- Matters of public concern, 15:9
- Public concern, 15:9
- Regulations, 7:1, 15:8, 15:9
- Religious beliefs, 7:1, 15:9

GOVERNMENT EMPLOYMENT —Cont'd

- Remedies, 15:8
- Sexual orientation, 7:1, 15:9
- State, 7:1, 15:8, 15:9

GOVERNMENTAL PLANS

- Annuities, 67:10
- ERISA, 67:10
- Internal Revenue Code, 67:10
- Limitations, 67:10
- Tax, 67:10

GRAPHS

- Statistics, 12:4 to 12:7, 18:4 to 26:9, 33:2 to 54:2, 54:4, 68:5 to 68:8, 80:6 to 80:9, 89:2 to 108:3, 108:5, 120:7 to 120:10

GRIEVANCE PROCEDURES

- Harassment, 6:5, 15:8
- Overtime pay, 15:8
- Terms, 4:20, 6:5, 15:8, 74:3
- Title VII, 4:20, 6:5, 74:3

GRIEVANCES

- Railway Labor Act, 4:20

GROUP INSURANCE

- Active employees, 49:1
- Active work, 67:5, 67:45
- Age, 67:5, 67:8, 67:53, 75:2
- Beneficiary, 67:5, 67:8, 67:45, 67:53
- Coverage, 67:5, 67:8, 67:45, 67:53, 75:2
- Dependents, 67:5, 67:8, 67:45
- Designation of beneficiary, 67:53
- Employee Retirement Income Security Act, 67:5, 67:8, 67:45, 67:53, 75:2
- Estoppel, 67:8, 67:45, 67:53
- Full-time employees, 49:1, 67:5
- Health insurance, 67:5, 67:8, 67:45, 67:53
- Layoffs, 49:1
- Life insurance, 67:5, 67:8, 67:45, 67:53
- Notice, 49:1, 67:5, 67:8, 67:45, 67:53
- Preemption, 67:8, 67:45, 67:53

GROUP INSURANCE—Cont'd

Premiums, 49:1, 67:5, 67:8, 67:45, 67:53
 Strikes, 67:8
 Summary plan descriptions, 67:5, 67:8, 67:45
 Termination of coverage, 67:8

GUIDANCE

Federal employment, 4:5

HAWAII

Age discrimination, 67:53
 Apprentices, 67:53
 Assignments, 67:53, 76:4
 At-will employment, 75:14
 Compensation, 67:53, 76:4
 Complaints, 15:22, 76:4
 Conciliation, 3:6
 Constitutionality, 15:22
 Disclosure, 15:22, 67:53
 Dispute, 15:22, 67:53, 76:4
 Evidence, 3:6, 15:22, 67:16, 67:53, 75:14, 76:4, 104:1
 Garnishment, 67:53
 Harassment, 3:6, 15:22, 75:14, 76:4
 Health, 15:22, 67:16, 67:53, 75:14, 76:4
 Investigations, 15:22, 67:16
 Life insurance, 67:53
 Medical benefits, 67:53
 Notice, 3:6, 15:22, 67:16, 67:53
 Permits, 67:53
 Race discrimination, 15:22
 Remedies, 3:6, 67:53, 76:4
 Retaliation, 3:6, 15:22, 67:53, 75:14
 Sex discrimination, 15:22
 Sick leave, 76:4
 State statutes, 67:53
 Students, 15:22
 Termination of employment, 67:53, 104:1
 Terms, 15:22, 67:16, 67:53, 75:14, 76:4
 Training programs, 67:53
 Transfers, 67:16
 Unemployment compensation, 67:53

HEALTH CARE

Industry, 2:1, 4:3, 8:1, 15:9, 15:16, 22:6, 34:2, 55:1, 57:2, 67:5, 67:8, 67:13, 67:15, 67:16, 67:20, 67:23, 67:34, 67:35, 67:37, 67:39 to 67:41, 67:45, 67:50, 67:53, 67:61, 75:10, 76:2, 121:1
 National Labor Relations Board, 67:37, 67:39, 76:2
 Unions, 4:8, 15:9, 15:11, 67:5, 67:8, 67:13, 67:15, 67:16, 67:23, 67:40, 67:41, 75:10, 121:1

HEALTH CARE REFORM

Dependent children, 67:8
 Disclosure requirements, 67:8
 Grandfathered plans, 67:8
 Rescission, 67:8

HEALTH INSURANCE

PORTABILITY AND ACCOUNTABILITY ACT

Coverage, 67:53, 67:60
 Disclosures, 121:8
 Discrimination, 67:53, 67:60, 121:8
 Eligibility, 67:53, 67:60
 Enrollment, 67:53
 Health insurance plans, 67:53, 67:60
 Medical benefits, 67:53
 Notice, 67:53, 67:60
 Premiums, 67:53, 67:60
 Privacy, 67:53

HEALTH MAINTENANCE

ORGANIZATIONS

Employee Retirement Income Security Act, 67:53
 Enforcement, 67:53
 Health insurance plans, 67:53
 Malpractice claims, 67:53
 Payroll deductions, 67:53
 Taxation, 67:53

HEARINGS

Class actions, 3:11, 3:18
 Collective bargaining agreements, 15:8
 Rehabilitation Act, 85:4

INDEX

HEATING

Construction industry, 67:17, 67:30, 67:50

HEAVY MACHINERY

Construction industry, 67:30

HIRING

Advertising, 1:1, 2:1, 2:4, 15:8, 22:7, 22:8, 35:1, 67:5, 73:1, 75:16, 76:1, 84:5, 111:7, 116:1

Affirmative action, 1:2, 2:4, 3:12, 3:16, 4:2 to 4:5, 4:19, 6:3, 6:5, 8:1, 15:9, 15:14, 15:22, 15:25, 43:1, 67:21, 82:1, 83:1, 83:11, 84:1, 84:5, 87:1, 89:5, 111:6 to 111:8, 112:9, 113:2, 114:9, 114:10, 115:2, 116:1

Age discrimination, 3:11, 3:12, 4:2, 4:4, 4:12, 4:16, 10:7, 19:1 to 20:1, 20:5, 20:6, 21:2, 21:3, 22:1, 22:4, 22:6 to 22:10, 26:3, 35:1, 57:13, 67:15, 75:10, 76:2, 117:1, 118:5

Agencies, 1:1, 2:1, 4:8, 6:5, 10:7, 15:6, 15:8, 15:9, 15:11, 15:23, 21:3, 22:6, 22:10, 34:1, 53:1, 67:23, 82:1, 83:1, 83:11, 84:1, 84:5, 89:5, 111:7, 114:9, 116:1

Aliens, 2:1, 2:4, 3:2, 14:3, 15:22

Apprenticeship programs, 35:1, 114:10

Business necessity, 1:2, 3:11, 4:2, 4:7 to 4:10, 15:14, 22:9, 34:1, 83:11, 84:5, 89:5

Comparators, 3:12, 4:3, 4:5, 14:3, 22:6, 29:6, 67:15, 67:23, 67:43

Damage awards, 67:37

Defenses, 3:2, 3:9, 3:11, 3:16, 7:1, 14:3, 15:10, 19:1, 21:2, 22:4, 34:1, 37:1, 37:19, 67:8, 67:21, 67:37, 67:40, 76:2, 76:11, 117:1

Employment agencies, 1:1, 4:8

Employment agency, 2:1, 22:7, 34:2

Evidence, 2:1, 2:2, 2:4, 3:2, 3:4, 3:9, 3:11, 3:12, 3:14, 3:16, 4:1 to 4:5, 4:7 to 4:10, 4:12, 4:16, 4:19, 5:1, 6:1, 6:3, 6:5, 6:8, 7:1, 8:1 to 10:2, 10:7, 14:1, 14:3, 15:5 to 15:9, 15:11, 15:14, 15:22, 15:23, 15:25, 19:1 to

HIRING—Cont'd

20:1, 20:5, 21:2 to 22:4, 22:6 to 22:10, 29:6, 29:14, 34:1 to 35:1, 37:1, 57:13, 67:5, 67:8, 67:15, 67:21, 67:23, 67:37, 67:40, 67:43, 73:2, 75:6, 75:7, 75:10, 75:15, 75:16, 76:1, 76:2, 76:6, 76:11, 76:13, 83:10, 83:11, 111:6, 111:8, 115:2, 117:1, 118:5, 118:12

Executive Order 11246, 111:6 to 111:8, 112:9, 113:2, 114:9, 114:10, 115:2, 116:1

Falsified application, 4:12

Futility of application, 4:3

General discussion, 3:11

Immigration status, 3:12, 4:2, 15:8

Impairments, 34:2, 67:8, 84:1

Insurance, 2:1, 3:16, 4:3, 6:1, 6:3, 7:1, 8:2, 14:1, 14:3, 15:5, 15:8, 15:11, 15:22, 15:23, 19:1, 20:1, 20:5, 21:2, 22:6 to 22:8, 22:10, 26:3, 35:1, 37:1, 67:5, 67:8, 67:15, 67:21, 67:23, 67:37, 67:40, 67:43, 73:2, 75:6, 75:7, 76:1 to 76:3, 76:13, 116:1

Internet, 4:5, 15:8, 67:8

Interview procedures, 114:10, 116:1

Interviews, 3:11, 3:12, 4:2 to 4:5, 4:8, 4:12, 6:3, 7:1, 8:2, 14:3, 22:7, 67:8, 73:2, 75:10, 76:11

Medical examinations, 34:1, 83:11, 84:1, 89:5

Mental and physical disabilities, 83:11

National origin discrimination, 3:2, 3:12, 4:4, 4:9, 5:1, 8:1, 14:3, 111:7, 116:1

Physical condition, 67:8

Pre-employment, 4:10, 84:1

Preemployment inquiries, 2:4

Prima facie case, 1:2, 2:1, 3:9, 3:11, 3:12, 3:14, 3:16, 4:2 to 4:5, 4:9, 4:10, 4:12, 4:19, 5:1, 6:1, 7:1, 8:2, 14:3, 19:1, 20:1, 20:5, 22:4, 22:6 to 22:10, 29:6, 29:14, 34:1 to 35:1, 37:1, 57:13, 67:5, 67:15, 73:2, 76:2, 76:13, 83:11, 118:5

Promotion discrimination, 4:4

HIRING—Cont'd

Qualifications of plaintiff, 22:6
 Reasonable accommodation, 3:12, 7:1, 34:1 to 35:1, 37:1, 43:1, 67:8, 83:1, 83:10, 83:11, 84:1, 84:5, 87:1, 89:5
 Recruitment, 1:1, 4:4, 4:5, 4:8, 15:14, 22:4, 22:6, 22:7, 43:1, 73:2, 76:2, 76:6, 84:5, 87:1, 89:5, 111:6, 111:7, 113:2, 114:10, 115:2, 116:1
 Reinstatement, 3:4, 3:16, 4:2 to 4:4, 4:16, 6:1, 6:3, 8:1, 10:2, 15:8, 15:9, 15:11, 19:1, 22:4, 22:6, 22:7, 22:10, 26:3, 34:1 to 43:1, 57:13, 67:5, 67:15, 67:37, 73:1, 75:7, 75:10, 76:1 to 83:1, 87:1
 Remedies, 3:11, 3:12, 3:14, 4:4, 4:9, 6:3, 6:5, 8:1 to 10:2, 10:7, 15:8, 15:11, 19:1, 21:2, 21:3, 22:1, 22:6, 22:7, 34:1, 67:5, 67:37, 67:40, 73:1, 73:2, 75:6, 75:7, 76:1 to 76:3, 76:6, 76:11, 76:13, 83:1, 83:11
 Scope of protection, 8:1
 Selecting employees, 22:7
 Sex discrimination, 3:2, 3:4, 3:9, 3:11, 3:12, 3:14, 4:2 to 4:5, 4:12, 6:1, 6:3, 6:5, 6:8, 8:2, 10:7, 15:9, 15:22, 21:2, 21:3, 22:10, 57:13, 76:2, 111:7, 116:1, 117:1
 Sexual orientation, 1:1, 4:12, 6:1, 7:1, 8:2, 15:9, 15:10
 Standing, 2:1, 2:4, 3:9, 3:11, 3:14, 4:2, 4:4, 4:5, 4:12, 4:19, 6:1, 6:3, 8:2, 14:3, 15:8, 15:9, 15:11, 15:22, 15:25, 22:6, 22:8, 22:10, 35:1, 67:5, 67:8, 67:15, 67:23, 67:37, 67:40, 67:43, 75:6, 75:10
 Statistical evidence, 3:16, 4:4, 4:5, 4:8, 4:9, 4:12, 6:8, 22:6 to 22:9, 57:13, 67:8
 Statistics, 3:9, 3:11, 3:16, 4:8 to 4:10, 4:12, 10:2, 14:3, 15:5, 15:9, 22:6 to 22:9, 34:2, 67:8, 84:1, 111:6, 111:7, 116:1
 Steering, 67:23, 75:10
 Subjective criteria, 3:11, 4:4, 4:10, 4:19, 22:7, 22:9

HIRING—Cont'd

Tenure, 2:2, 3:12, 3:14, 4:2 to 4:5, 5:1, 6:3, 6:8, 7:1, 8:1, 8:2, 15:8, 15:9, 15:11, 20:1, 22:6 to 22:8, 22:10, 57:13, 75:10, 75:16, 76:11
 Test scores, 4:10, 15:9, 15:11, 15:14, 22:4, 22:6
 Testers, 14:1, 14:3
 Testimony, 2:1, 3:9, 3:12, 3:14, 3:16, 4:2 to 4:5, 4:8, 4:10, 4:12, 4:16, 5:1, 6:1, 6:3, 6:5, 6:8, 7:1, 8:1 to 10:2, 10:7, 14:3, 15:5, 15:6, 15:8, 15:9, 15:11, 15:14, 15:22, 15:23, 21:3, 22:4, 22:6 to 22:8, 22:10, 29:6, 34:1, 34:2, 67:8, 67:15, 67:37, 67:43, 75:6, 75:10, 76:2, 76:6, 76:13, 83:1, 118:5
 Title VII, 1:1 to 2:2, 2:4, 3:2, 3:4, 3:9, 3:11, 3:12, 3:14, 3:16, 4:1 to 4:5, 4:7 to 4:10, 4:12, 4:16, 4:19, 5:1, 6:1, 6:3, 6:5, 6:8, 7:1, 8:1 to 10:2, 10:7, 14:1, 14:3, 15:9 to 15:11, 15:14, 15:22, 19:1, 20:1, 21:2 to 22:4, 22:6, 22:8 to 22:10, 29:14, 34:1 to 35:1, 57:13, 67:5, 67:15, 73:2, 76:2, 83:1, 83:11, 111:6, 115:2, 116:1, 117:1, 118:5, 118:12
 Word of mouth, 4:5
 Word-of-mouth recruiting, 4:5, 4:8

HIV

Alcohol, 15:8, 34:2
 Amendment, 15:8, 67:15, 67:60
 Americans with Disabilities Act, 34:2, 37:19, 67:15, 67:60, 121:1
 Analysis, 15:8, 34:2, 67:15, 67:60, 121:1, 121:3
 Appeals, 15:8, 34:2, 63:1, 121:1
 Applications, 15:8, 67:60
 Arbitration, 15:8, 67:60
 Arrangements, 67:15
 Assessment, 34:2, 67:15, 121:1
 Assignments, 15:8, 34:2
 Assistance, 15:8, 34:2, 67:60, 83:5
 At-will employment, 15:8
 Attendance, 34:2, 67:15
 Attorneys, 15:8, 67:15

INDEX

HIV—Cont'd

Availability, 15:8
Awards, 67:60, 121:1
Ban, 15:8, 67:60
Bargaining, 15:8, 34:2, 63:1, 67:60
Behavior, 15:8, 34:2, 83:6
Benefits, 15:8, 34:2, 63:1, 67:15,
67:60, 83:5, 121:1
Bias, 15:8
Bill of rights, 15:8
Breaks, 34:2, 67:15
Building, 15:8
Business, 15:8, 34:2, 63:1, 67:15
Care, 15:8, 34:2, 63:1, 67:15, 67:60,
83:5, 121:1
Career, 15:8
Carpal tunnel syndrome, 34:2
Centers, 63:1
Certification, 34:2, 63:1
Change, 15:8, 34:2, 67:15, 67:60,
83:5, 121:3
Characteristics, 34:2, 83:6
Checklists, 15:8, 34:2, 37:19, 63:1,
67:15, 67:60, 83:5, 83:6, 121:1,
121:3
Chrysler, 34:2, 83:5
Citations, 15:8
Claims, 15:8, 67:15, 67:60, 121:1
Classification, 15:8, 34:2
Coinsurance, 67:60
Collection, 15:8, 67:60
Collective bargaining, 15:8, 34:2,
63:1, 67:60
Collective bargaining agreements,
15:8
Compensation, 15:8, 34:2, 67:60,
121:1
Complaints, 15:8, 34:2, 67:15
Compliance, 15:8, 67:60
Concerns, 15:8, 34:2, 67:15
Conditions, 15:8, 34:2, 63:1, 67:15,
67:60, 121:1
Constructive discharge, 15:8, 67:15
Contents, 15:8, 67:15
Contractors, 15:8, 34:2, 67:15
Contributions, 67:60
Cooperation, 15:8
Corrective action, 15:8

HIV—Cont'd

Costs, 15:8, 34:2, 67:15, 67:60,
121:1
Counsel, 15:8, 67:15, 67:60, 83:5
Coverage, 34:2, 67:15, 67:60, 121:1
Creating, 15:8, 34:2
Data, 15:8, 34:2
Death, 15:8, 67:15
Decrease, 67:15
Deductibles, 15:8, 67:60
Defamation, 15:8
Definitions, 34:2, 121:3
Degrees, 83:5
Denial, 15:8, 34:2, 63:1, 67:15
Departments, 67:60
Design, 67:15
Details, 15:8
Discipline, 15:8, 83:5
Discrimination, 34:2, 37:19, 67:15,
67:60, 83:5, 121:1, 121:3
Diseases, 83:5, 121:1
Disputes, 15:8
Dissemination, 15:8
Diversity, 34:2
Documents, 15:8, 67:60, 121:1
Drugs, 15:8, 34:2, 67:60
Duration, 15:8, 34:2, 83:5, 83:6
Duties and responsibilities, 15:8
E-mail, 15:8
Early retirement, 67:15
Elements, 15:8, 34:2, 121:3
Eligibility, 15:8, 67:15, 67:60
Emergency, 15:8, 34:2, 67:60
Employee Retirement Income Secu-
rity Act, 67:15, 67:60, 121:3
Encouraging, 15:8
Enforcement, 15:8, 34:2, 67:60,
121:1
Engineers, 67:60
Ensuring, 15:8, 67:60
Entertainment, 34:2, 121:1
Equal Employment Opportunity
Commission, 34:2, 121:1
Equal employment opportunity, 34:2,
121:1
Erisa, 67:15, 67:60
Essential functions, 34:2
Establishing, 15:8, 34:2, 121:1

EMPLOYMENT LAW CHECKLISTS AND FORMS

HIV—Cont'd

Evaluation, 15:8, 34:2, 67:15
Evidence, 15:8, 34:2, 67:15, 67:60, 83:5, 83:6, 121:1, 121:3
Examination, 15:8, 34:2, 121:3
Exclusions, 67:60
Executives, 15:8
Exemptions, 67:60
Exercise, 15:8, 63:1, 67:15, 67:60
Expenses, 15:8, 34:2, 67:15, 67:60
Experience, 121:1
Expiration, 15:8, 67:60
Exposure, 121:3
Facilities, 34:2
Factors, 15:8, 34:2, 67:15, 67:60
Facts, 15:8, 67:15, 67:60, 121:1, 121:3
Fair, 15:8, 34:2, 63:1, 67:15, 67:60, 83:5, 83:6, 121:1
Family, 15:8, 34:2, 63:1, 67:60, 121:1, 121:3
Family and Medical Leave Act, 34:2, 63:1
Family and medical leave, 34:2, 63:1
Favors, 15:8
Fees, 67:60, 121:1
Files, 15:8
Filing, 15:8, 67:15, 121:1
Fitness, 15:8, 63:1
Fmla, 34:2, 63:1
Follow-up, 34:2
Forms, 15:8, 67:15, 67:60
Fringe benefits, 15:8
Funding, 67:15, 67:60
Funds, 15:8, 67:60
Goals, 67:60
Grievances, 15:8
Grooming, 15:8
Guards, 15:8
Guidelines, 15:8, 67:60, 83:5
Harassment, 15:8, 34:2, 67:15, 83:6
Health, 15:8, 34:2, 63:1, 67:15, 67:60, 83:5, 121:1
Health care, 15:8, 34:2, 67:15, 67:60, 121:1
Health Insurance Portability and Accountability Act of 1996, 67:60

HIV—Cont'd

Hiv/AIDS, 67:60
Homes, 15:8
Hospitals, 34:2, 83:5
Hours, 15:8, 34:2
Human resources, 34:2, 67:15
Identification, 15:8, 34:2, 67:60
Illnesses, 83:5, 83:6
In-house, 67:15
Incidents, 15:8
Income, 15:8, 67:15, 67:60, 121:3
Independent contractors, 15:8, 67:15
Information, 15:8, 34:2, 67:15, 67:60, 121:1, 121:3
Initiatives, 34:2, 67:60
Injuries, 15:8, 83:5, 83:6
Inquiry, 15:8, 34:2, 67:15, 83:5
Insider trading, 67:60
Insubordination, 15:8, 67:15
Insurance, 15:8, 67:15, 67:60, 121:1
Insurance industry, 121:1
Integrity, 15:8
Investigations, 15:8
Irs, 67:60
Issues, 34:2, 67:15, 67:60
Job descriptions, 34:2
Job performance, 15:8, 67:15, 83:5, 121:1
Job posting, 34:2
Jurisdiction, 67:60
Keeping, 67:60, 83:5
Labor relations, 67:60
Laws, 15:8, 67:15, 67:60, 121:1
Layoffs, 15:8
Legal, 15:8, 34:2, 37:19, 121:1
Liability, 15:8, 37:19, 63:1, 67:15, 67:60, 121:1
Life insurance, 67:60
Lists, 67:60
Making, 15:8, 34:2, 67:15, 121:1
Management, 15:8, 34:2, 67:15, 67:60, 121:1
Mandatory retirement, 15:8
Manufacturing, 15:8, 67:15
Mcdonnell Douglas, 121:1
Media, 15:8, 67:15, 121:3
Medical records, 67:60, 121:1
Meetings, 15:8

INDEX

HIV—Cont'd

- Merit, 15:8
- Methods, 34:2
- Minimum, 15:8
- Misconduct, 15:8, 34:2, 67:15, 83:6
- Model, 15:8, 121:1
- Models, 121:1
- Modification, 15:8, 34:2, 67:60
- Monitoring, 67:15, 121:3
- Motivation, 67:15, 121:1
- National Labor Relations Act, 67:60
- Needs, 15:8
- Nlra, 67:60
- Nlrb, 67:60
- Notice, 15:8, 34:2, 63:1, 67:60
- Number, 15:8, 34:2, 67:60
- Operation, 34:2, 67:15
- Options, 15:8, 34:2
- Organizations, 67:15, 67:60
- Outsourcing, 67:15
- Overtime, 15:8, 34:2
- Overtime pay, 15:8
- Overview, 34:2, 121:1, 121:3
- Paid, 15:8, 34:2, 67:15, 67:60, 121:1
- Parking, 15:8
- Part-time, 15:8, 34:2, 67:15
- Participation, 15:8, 121:1, 121:3
- Parties, 15:8, 34:2, 37:19, 67:15, 67:60, 83:5
- Pay, 15:8, 63:1, 67:15, 67:60, 83:5, 121:1
- Payment, 67:15
- Peer review, 15:8
- Penalties, 15:8, 67:15, 67:60
- Performance, 15:8, 34:2, 67:15, 83:5, 121:1
- Personal appearance, 15:8
- Personal relationships, 15:8
- Place, 15:8, 34:2, 67:15, 67:60, 121:1
- Plans, 67:15, 67:60
- Points, 15:8
- Policies, 15:8, 34:2, 67:15, 67:60
- Posting, 34:2
- Power, 15:8, 34:2, 67:15, 121:1
- Practices, 15:8, 34:2, 67:15
- Preparation, 15:8
- Prevention, 15:8

HIV—Cont'd

- Privacy policy, 15:8
- Proceedings, 15:8, 67:15
- Productivity, 15:8, 67:15
- Programs, 63:1, 121:1
- Proof, 15:8, 34:2, 37:19, 67:15, 121:1
- Property, 15:8, 34:2, 67:60
- Protection, 15:8, 67:15, 67:60, 121:1
- Public employers, 15:8
- Publicizing, 15:8
- Questionnaires, 121:1
- Questions, 15:8, 67:60
- Radio, 67:60
- Rationale, 67:15
- Recommendations, 34:2, 67:60
- Recordkeeping, 67:60
- Records, 15:8, 67:15, 67:60, 121:1
- Reduction, 67:15, 67:60
- Reemployment, 67:60
- References, 15:8, 34:2
- Refusal, 15:8, 63:1, 67:15
- Regulation, 15:8, 67:60
- Rehabilitation, 15:8, 34:2, 83:5, 83:6
- Reimbursement, 67:60
- Religion, 67:60, 121:1
- Reporting, 15:8, 34:2, 67:60, 121:1
- Reports, 15:8, 34:2, 67:15
- Requests, 15:8, 34:2, 121:1
- Rescission, 67:60
- Resignation, 15:8, 67:15
- Resolution, 15:8, 67:60
- Response, 15:8, 34:2, 67:15
- Responsibilities, 15:8, 67:15
- Restrictions, 15:8, 34:2
- Retention, 15:8
- Retirement, 15:8, 67:15, 67:60, 83:5, 121:3
- Rights, 15:8, 63:1, 67:15, 67:60, 121:1, 121:3
- Rules, 15:8, 34:2, 63:1, 67:15, 67:60
- Safety, 15:8, 34:2
- Salary, 15:8, 67:15
- Sales, 67:15
- Sanctions, 15:8
- Schedules, 34:2
- Scheduling, 34:2
- Schools, 15:8, 34:2

HIV—Cont'd

Screening, 121:1
 Searches, 15:8
 Selection, 15:8, 67:15
 Seniority, 15:8, 34:2
 Services, 15:8, 34:2, 63:1, 67:15, 67:60, 83:6, 121:1, 121:3
 Setting, 15:8, 34:2, 67:15
 Severance, 15:8, 67:15, 67:60
 Sexual harassment, 15:8, 34:2, 83:6
 Sharing, 67:15, 67:60
 Short, 15:8, 34:2, 67:15, 83:5, 83:6
 Short-term disability benefits, 67:15
 Significance, 67:15
 Skills, 15:8, 34:2
 Sleeping, 34:2
 Smoking, 34:2, 67:15, 121:1
 Social, 15:8, 34:2, 67:60
 Social Security, 15:8, 34:2, 67:60
 Solicitation, 34:2
 Spouses, 121:1
 Standards, 15:8, 67:15, 67:60, 121:1
 State, 15:8, 34:2, 67:15, 67:60, 83:5, 83:6, 121:1, 121:3
 Statements, 15:8, 34:2, 67:60
 Statistics, 34:2
 Statutes, 15:8, 67:60, 121:1, 121:3
 Stores, 34:2, 67:60, 121:1, 121:3
 Strategies, 34:2
 Stress, 34:2
 Substance abuse, 83:5
 Supervisors, 15:8, 67:15, 121:1
 Support, 15:8, 34:2, 67:15, 67:60, 121:1
 Systems, 15:8, 34:2, 63:1, 83:5
 Tardiness, 67:15
 Task force, 15:8, 67:60
 Television, 15:8, 67:60, 83:5
 Termination, 15:8, 34:2, 63:1, 67:15, 67:60, 83:5, 121:1
 Termination of employment, 67:15
 Theft, 67:15, 67:60
 Time, 15:8, 34:2, 37:19, 67:15, 67:60, 83:6, 121:1
 Time off, 34:2
 Tobacco, 83:5
 Training, 15:8, 34:2
 Transportation, 15:8, 34:2

HIV—Cont'd

Types, 34:2
 Unauthorized, 15:8, 34:2
 Unemployment, 34:2
 Unions, 67:15, 121:1
 Use, 15:8, 34:2, 67:15, 67:60, 83:5, 121:1
 Vacations, 67:60
 Verification, 34:2
 Veterans, 15:8, 34:2, 67:60, 83:5, 83:6
 Violations, 15:8, 67:15, 121:1
 Voluntary, 15:8, 67:15, 67:60, 121:1
 Wages, 67:15, 67:60
 Wellness programs, 121:1
 Withdrawal, 67:60
 Women, 67:60
 Working conditions, 15:8

HOLIDAYS

Employee Retirement Income Security Act, 67:8
 Leave of absence, 7:1, 67:8
 Overtime pay, 46:1

HOME HEALTH CARE

Medical benefits, 67:8

HOSPITALS

National Labor Relations Act, 7:1

HOSTILE WORK ENVIRONMENT

Harassment, 2:1, 3:1, 3:2, 3:9, 3:11, 3:12, 3:14, 3:16, 3:18, 4:2, 4:12, 4:13, 4:16 to 4:18, 4:21, 5:1, 6:1 to 6:5, 7:1, 8:1 to 9:2, 10:4, 10:7, 11:1, 14:1, 14:3, 15:6, 15:9, 15:13, 15:20, 15:22, 16:1, 22:2, 22:4, 22:6, 22:8, 22:10, 35:1, 73:2, 76:8, 83:8, 118:8, 118:11

HOURS

Labor-Management Reporting and Disclosure Act, 67:58
 Unions, 10:7, 14:3, 15:9, 15:11, 67:5, 67:8, 67:17, 67:23, 67:58, 75:10, 102:2

HUSBAND AND WIFE

Employee Retirement Income Security Act, 67:23

INDEX

IDAHO

Age Discrimination in Employment Act, 117:1, 118:5
Age discrimination, 75:10, 76:2, 117:1, 118:5
Assignments, 15:8 to 67:8, 76:4, 76:8
At-will employment, 15:8, 15:11, 75:6, 75:10, 75:12, 75:14, 76:1, 76:2, 76:6, 76:9, 79:3
Blacklisting, 15:9, 76:9
Board, 3:14, 15:8, 15:9, 15:11, 67:8, 75:10, 75:14, 76:1, 76:2, 76:4, 76:6, 76:9, 81:1, 90:1, 117:1, 118:5
Compensation, 15:8, 15:9, 15:11, 67:8, 75:6, 75:10, 75:12, 76:1, 76:2, 76:4, 76:6, 76:8, 117:1
Complaints, 3:14, 15:8 to 67:8, 76:2, 76:4, 76:8, 117:1
Court proceedings, 15:9, 76:2
Dispute, 3:14, 15:8, 15:9, 15:11, 67:8, 75:10, 76:1, 76:2, 76:4, 76:8, 79:3, 117:1
Employment practices, 15:8, 15:9, 75:12, 76:1
Equal pay, 117:1, 118:5
Exemptions, 67:8, 76:2
Federal contractors, 81:1, 90:1
Fringe benefits, 15:8, 67:8, 117:1
Garnishment, 76:2
Harassment, 3:14, 15:8, 15:9, 15:11, 75:10, 75:14, 76:1, 76:2, 76:4, 76:6, 76:8
Health, 3:14, 15:8, 15:9, 15:11, 49:3, 67:8, 67:48, 75:6, 75:10, 75:12, 75:14, 76:1, 76:2, 76:4, 76:8, 76:9, 79:3, 81:1, 90:1, 117:1
Hiring practices, 117:1, 118:5
Holidays, 67:8
Insurance premiums, 67:8, 76:2
Investigations, 15:8, 15:9
Jury duty, 76:2
Layoffs, 15:8, 15:11, 49:3, 79:3
Life insurance, 67:8
Lodging, 15:9
Mandatory retirement, 15:8
Medical benefits, 67:8

IDAHO—Cont'd

Notice, 3:14, 15:8, 15:9, 15:11, 49:3, 67:8, 75:10 to 75:12, 76:2, 76:8, 79:3, 90:1, 117:1
Overtime pay, 15:8, 15:9, 76:2
Pension benefits, 15:8, 15:11, 67:8, 76:2
Physical fitness, 3:14
Pregnancy discrimination, 76:2
Race discrimination, 3:14, 15:9
Sex discrimination, 3:14, 15:9, 76:2, 117:1
Sick leave, 3:14, 15:8, 15:11, 76:4
State statutes, 75:10
Termination of employment, 67:8, 75:10, 76:1 to 90:1
Terms, 3:14, 15:8, 15:9, 15:11, 67:8, 75:10 to 75:12, 75:14, 76:2, 76:4, 76:6, 76:8, 76:9, 79:3, 90:1, 117:1
Unemployment compensation, 75:10, 76:2
Uniforms, 15:9

IDENTIFICATION

Collective bargaining agreements, 15:8, 67:5, 67:8
Labor Management Relations Act, 67:8

ILLEGAL ACTS

Discipline, 2:1, 14:3, 76:2

ILLINOIS

Administrative subpoena, 3:2
Administrators, 3:12, 3:16, 4:4, 4:5, 5:1, 6:4, 8:2, 15:8, 15:9, 15:11, 15:21, 15:22, 67:5, 67:7, 67:8, 67:20, 67:32, 67:35, 67:37, 67:38, 67:40, 67:45, 67:53, 67:61, 118:8
Affirmative action plans, 4:3, 8:1
Age Discrimination in Employment Act, 3:12, 4:16, 20:2, 21:2, 21:3, 21:6, 21:12, 22:2, 22:4, 22:6 to 22:10, 117:1, 118:5
Age discrimination, 3:12, 4:2, 4:4, 4:12, 4:13, 4:16, 20:2, 21:2, 21:3, 21:6, 21:12, 22:2, 22:4, 22:6 to 22:10, 35:1, 67:53, 76:2, 117:1, 118:5

EMPLOYMENT LAW CHECKLISTS AND FORMS

ILLINOIS—Cont'd

Agency proceedings, 3:1
 Annual reports, 67:5
 Assignments, 2:1, 3:12, 3:16, 4:3, 4:8, 4:12, 4:17, 6:1, 6:3 to 6:5, 8:2, 15:8, 15:9, 21:3, 22:6 to 22:8, 22:10, 35:1, 67:8, 67:34, 67:40, 67:53
 At-will employment, 3:16, 15:8, 15:11, 76:1, 76:2, 76:6, 79:3
 Certificates, 67:8, 67:20
 Citizenship discrimination, 2:1
 Collective bargaining agreements, 15:8, 67:5, 67:8, 67:16, 67:17, 111:10
 Color discrimination, 5:1
 Compensation, 2:1 to 3:2, 3:9, 3:12, 3:16, 4:3 to 4:5, 4:12, 4:17, 4:18, 6:4, 6:8, 8:1, 8:2, 15:8, 15:9, 15:11, 15:21, 21:3, 22:6, 22:7, 28:2, 29:10, 35:1, 67:5, 67:7, 67:8, 67:10, 67:20, 67:32, 67:34, 67:35, 67:37, 67:38, 67:40, 67:45, 67:53, 67:60, 76:1, 76:2, 76:6, 117:1, 118:8
 Conciliation, 3:1, 3:6, 3:9, 4:13, 4:16, 11:1, 21:2, 21:3, 22:8, 112:12
 Conditions of employment, 2:1, 3:9, 3:12, 3:16, 4:3, 4:17, 5:1, 6:3 to 6:5, 8:2, 15:9, 22:4, 22:6, 22:10, 35:1, 63:1, 76:1, 79:3
 Constitutionality, 15:22, 67:17, 111:3, 111:9
 Court proceedings, 15:9, 35:1, 67:38, 76:2
 Disclosures, 3:12, 8:2, 67:20, 67:32
 Employment agencies, 4:8
 Employment practices, 3:12, 3:16, 4:2, 4:5, 4:8, 6:1, 8:1, 15:8, 15:9, 22:6, 22:7, 76:1, 118:8
 Equal pay, 3:16, 4:4, 4:17, 4:18, 6:8, 15:10, 28:2, 29:10, 117:1, 118:5, 118:8
 Executives, 4:4, 4:12, 6:1, 6:3, 8:1, 15:8, 22:6 to 22:8, 67:7, 67:8, 67:20, 67:32, 67:45, 67:53, 79:3
 Exemptions, 22:4, 67:8, 67:17, 67:40, 67:60, 76:2
 Form of payment, 6:5, 67:34

ILLINOIS—Cont'd

Fringe benefits, 2:1, 3:1, 4:3, 15:8, 22:6, 35:1, 67:8, 67:10, 67:45, 117:1
 Garnishment, 67:34, 67:40, 67:53, 76:2
 Harassment, 2:1 to 3:2, 3:6, 3:9, 3:12, 3:16, 3:18, 4:1 to 4:5, 4:12, 4:13, 4:16 to 4:18, 5:1, 6:1, 6:3 to 6:5, 8:1 to 11:1, 15:8, 15:9, 15:11, 15:22, 21:3, 22:2, 22:4, 22:6 to 22:8, 22:10, 35:1, 67:35, 76:1, 76:2, 76:6, 118:8
 Health, 2:1, 3:1, 3:9, 3:12, 3:16, 3:18, 4:2 to 4:5, 4:8, 4:12, 4:17, 4:18, 5:1, 6:1, 6:3 to 6:5, 6:8, 8:1, 8:2, 15:8, 15:9, 15:11, 15:21, 15:22, 20:2, 21:2, 21:12, 22:4, 22:6, 22:7, 22:10, 29:10, 35:1, 37:3, 49:3, 55:2, 61:2, 63:1, 67:5, 67:8, 67:10, 67:16, 67:17, 67:20, 67:34, 67:35, 67:37, 67:38, 67:40, 67:45, 67:53, 67:60, 67:61, 76:1 to 79:3, 117:1, 118:1, 118:8, 118:9
 Health insurance plan, 67:34, 67:53
 Hearings, 3:18, 6:5, 15:8, 15:9, 15:11, 15:21, 118:8
 Hiring practices, 3:2, 3:9, 4:12, 117:1, 118:5
 Holidays, 67:8
 Investigations, 2:1, 3:2, 3:12, 4:5, 6:3, 6:4, 8:1, 8:2, 15:8, 15:9, 15:22, 22:6, 67:16, 112:12
 Jury duty, 76:2
 Layoffs, 3:1, 4:5, 4:8, 4:18, 15:8, 15:11, 21:3, 21:6, 22:6, 49:3, 79:3
 Life insurance, 2:1, 4:3, 6:3, 67:5, 67:8, 67:20, 67:32, 67:34, 67:35, 67:37, 67:40, 67:45, 67:53, 67:60, 67:61
 Mandatory retirement, 15:8, 20:2, 21:3, 22:6 to 22:8
 Marital status, 6:1, 6:3, 15:11, 67:8
 Meal breaks, 35:1
 Mediation, 3:1, 4:16, 8:1, 20:2
 Medical benefits, 67:8, 67:37, 67:53
 Minimum wages, 28:2

INDEX

ILLINOIS—Cont'd

National origin discrimination, 3:1, 3:2, 3:12, 4:4, 5:1, 8:1
Notice, 2:1, 3:1, 3:2, 3:6, 3:9, 3:12, 3:16, 3:18, 4:2 to 4:5, 4:12, 4:16 to 4:18, 5:1, 6:1, 6:3 to 6:5, 8:1, 8:2, 15:8, 15:9, 15:11, 15:22, 20:2, 21:2, 21:3, 22:6, 22:7, 35:1, 37:3, 49:3, 55:2, 61:2, 63:1, 67:5, 67:7, 67:8, 67:16, 67:17, 67:20, 67:32, 67:34, 67:35, 67:37, 67:38, 67:40, 67:45, 67:53, 67:60, 67:61, 76:2, 79:3, 117:1
Overtime pay, 4:3, 6:1, 15:8, 15:9, 76:2
Parental leave, 6:1
Permits, 3:1, 3:12, 3:16, 3:18, 6:1, 6:3, 6:4, 6:8, 8:2, 15:9, 15:11, 21:2, 21:3, 22:8, 67:5, 67:7, 67:8, 67:20, 67:34, 67:38, 67:40, 67:45, 67:53, 67:60, 76:2
Pleadings, 3:1, 3:9, 3:12, 4:2, 4:18, 15:22, 67:5, 67:10, 67:17, 67:20, 67:37, 67:53, 76:2
Preferences, 2:1, 4:4, 5:1, 15:9, 15:22, 22:7, 67:5
Pregnancy discrimination, 3:12, 4:2, 4:5, 4:17, 6:1, 8:1, 76:2
Privacy, 3:12, 4:4, 5:1, 6:3, 8:1, 8:2, 15:8, 15:22, 67:8, 67:53, 76:1, 76:2
Privileges of employment, 4:3, 35:1
Professionals, 2:1, 6:3, 67:8, 67:17, 67:20, 67:45, 67:53, 76:6
Race discrimination, 3:1, 3:2, 3:12, 3:16, 4:1 to 4:5, 4:12, 6:1, 6:5, 8:1 to 11:1, 15:9, 15:22
Religious discrimination, 2:1 to 4:3, 15:10
Remedies, 3:1, 3:6, 3:12, 4:4, 4:17, 4:18, 6:3, 6:5, 8:1 to 11:1, 15:8, 15:11, 15:21, 20:2, 21:2 to 22:2, 22:6, 22:7, 29:10, 67:5, 67:17, 67:20, 67:34, 67:35, 67:37, 67:38, 67:40, 67:45, 67:53, 67:60, 67:61, 76:1, 76:2, 76:6, 111:9, 118:1
Reports, 2:1, 3:1, 3:12, 4:2, 4:4, 4:5, 4:12, 4:16, 5:1, 6:3 to 6:5, 8:1,

ILLINOIS—Cont'd

8:2, 15:8, 15:9, 15:21, 15:22, 22:7, 28:2, 55:2, 61:2, 67:5, 67:8, 67:20, 67:35, 67:37, 67:45, 76:2, 111:3, 118:8
Retaliation, 2:1 to 3:2, 3:6, 3:9, 3:12, 3:16, 3:18, 4:1 to 4:5, 4:12, 4:16 to 4:18, 5:1, 6:1, 6:3, 6:5, 6:8, 8:1 to 11:1, 15:8, 15:9, 15:11, 15:21, 15:22, 20:2, 21:2, 21:3, 21:6, 22:2, 22:6 to 22:8, 22:10, 35:1, 55:2, 63:1, 67:38, 67:40, 67:53, 76:1, 76:2, 76:6, 118:1, 118:5, 118:8
Retention of employees, 2:1
Sanctions, 3:9, 3:12, 4:5, 4:12, 6:3, 6:5, 15:8 to 22:8, 111:9, 112:12, 117:1, 118:5, 118:8
Savings, 3:10, 4:4, 4:5, 4:10, 15:11, 22:6, 22:7, 22:9, 29:10, 67:5, 67:7, 67:8, 67:10, 67:16, 67:20, 67:32, 67:37, 67:40, 67:45, 67:53
Settlement, 3:1, 3:2, 3:9, 3:12, 3:16, 3:18, 4:4, 4:5, 4:16, 4:18, 8:2, 15:8, 15:21, 21:6, 22:7, 49:3, 67:5, 67:8, 67:16, 67:17, 67:20, 67:34, 67:37, 67:38, 67:40, 67:53, 67:61, 76:1, 79:3, 117:1, 118:1, 118:5, 118:8, 118:16
Sex discrimination, 3:1, 3:2, 3:9, 3:12, 4:2 to 4:5, 4:12, 4:17, 4:18, 6:1, 6:3 to 6:5, 6:8, 8:2, 15:9, 15:22, 21:2, 21:3, 21:6, 22:10, 29:10, 76:2, 117:1
State statutes, 67:53
Strikes, 3:16, 4:5, 15:9, 67:8, 76:2, 118:16
Subpoenas, 2:1, 3:2, 118:5
Termination of employment, 21:2, 21:6, 21:12, 22:7, 67:7, 67:8, 67:53, 67:61, 76:1, 76:2
Terms, 2:1, 3:1, 3:2, 3:9, 4:2 to 4:5, 4:7, 4:12, 4:16, 4:17, 5:1, 6:1, 6:3 to 6:5, 8:1, 8:2, 15:8, 15:9, 15:11, 15:22, 20:2, 22:4, 22:6 to 22:8, 22:10, 35:1, 67:5, 67:7, 67:8, 67:16, 67:17, 67:20, 67:32, 67:34, 67:35, 67:37, 67:40, 67:45, 67:53, 67:60, 67:61, 76:2, 76:6, 79:3, 111:3,

ILLINOIS—Cont'd

111:10, 117:1, 118:1

Training programs, 67:5, 67:8, 67:53

Unemployment compensation, 3:2,
4:12, 4:18, 8:1, 8:2, 15:21,
67:10, 67:38, 67:53, 76:2

Union dues, 67:16

Vacations, 67:45, 67:60

IMPAIRMENT

Collective bargaining agreements,
15:8, 67:8

IMPLEMENTATION

Federal employment, 2:1, 4:5, 8:2

IMPOSITION

National Labor Relations Board,
67:37

IN-SERVICE

National Labor Relations Act, 67:60

INCOME

Unfair labor practices, 74:3

INDEPENDENCE

Unions, 67:8, 67:40

INDEPENDENT CONTRACTORS

Aliens, 2:1, 14:3, 15:22

Construction industry, 50:8, 67:5

Employee Retirement Income Security Act, 50:8, 57:2, 67:5, 67:15,
67:46, 68:6, 68:8

Employment practices, 12:5, 12:7,
15:8, 15:9, 15:13, 18:5, 26:7,
26:9, 68:6, 76:1, 80:6

Group insurance, 67:5

Worker Adjustment and Retraining Notification Act, 49:3, 50:8,
54:4

INDIANA

Age Discrimination in Employment Act, 10:7, 15:3, 21:3, 21:6,
22:2, 22:6, 22:10, 22:12

Age discrimination, 10:7, 15:3, 21:3,
21:6, 22:2, 22:6, 22:10, 22:12,
67:15, 75:10, 76:2

Agency proceedings, 3:1

Agricultural employees, 76:2

Annuities, 67:16

INDIANA—Cont'd

Assessments, 4:3, 4:5, 22:6, 67:8,
67:45

Assignments, 4:3, 4:17, 6:3 to 6:5,
7:2, 8:2, 14:3, 21:3, 22:6,
22:10, 34:2, 67:8

At-will employment, 15:11, 73:2,
75:6, 75:10, 75:14, 76:1, 76:2

Blacklisting, 8:1, 22:10

Certificates, 67:8

Compensation, 3:1, 4:3, 4:5, 4:17,
4:18, 6:4, 6:8, 8:1, 8:2, 10:7,
14:3, 15:11, 15:16, 21:3, 22:6,
28:2, 34:2, 37:1, 67:8, 67:32,
67:45, 73:2, 75:6, 75:10, 76:1,
76:2, 118:8

Conciliation, 3:1, 21:3

Conditions of employment, 4:3, 4:17,
6:3 to 6:5, 8:2, 14:3, 22:6,
22:10, 76:1, 83:8

Court proceedings, 76:2

Disclosures, 8:2, 67:32

Employment practices, 4:5, 8:1,
22:6, 73:2, 76:1, 118:8

Equal pay, 4:17, 4:18, 6:8, 15:3,
28:2, 118:8

Evidence, 3:1, 4:3, 4:5, 4:17, 4:18,
6:3 to 6:5, 6:8, 8:1, 8:2, 10:7,
14:3, 15:11, 15:16, 21:3, 21:6,
22:2, 22:6, 22:10, 22:12, 28:2,
34:2, 37:1, 67:8, 67:15, 67:16,
67:32, 67:45, 73:2, 75:6, 75:10,
75:14, 76:1, 76:2, 83:8, 83:10,
83:11, 118:8

Exemptions, 67:8, 76:2

Form of payment, 6:5

Garnishment, 76:2

Harassment, 3:1, 4:3, 4:5, 4:17, 4:18,
6:3 to 6:5, 7:2, 8:1, 8:2, 10:7,
14:3, 15:11, 15:16, 21:3, 22:2,
22:6, 22:10, 34:2, 67:15, 73:2,
75:10, 75:14, 76:1, 76:2, 83:8,
118:8

Health, 3:1, 4:3, 4:5, 4:17, 4:18, 6:3
to 6:5, 6:8, 7:2, 8:1, 8:2, 10:7,
14:3, 15:11, 15:16, 15:18, 22:6,
22:10, 22:12, 34:2, 37:1, 58:1,
67:8, 67:15, 67:16, 67:45, 73:2,
75:6, 75:10, 75:14, 76:1, 76:2,
83:8, 83:11, 118:8, 121:2

INDEX

INDIANA—Cont'd

Hearings, 6:5, 15:11, 118:8
Holidays, 7:2, 67:8
Insurance premiums, 67:8, 67:15, 76:2
Investigations, 4:5, 6:3, 6:4, 8:1, 8:2, 10:7, 22:6, 67:16
Jury duty, 76:2
Life insurance, 4:3, 6:3, 58:1, 67:4, 67:8, 67:32, 67:45
Mandatory retirement, 21:3, 22:6, 22:12
Medical benefits, 67:8, 67:15
Minimum wages, 28:2
National origin discrimination, 3:1, 8:1, 14:3
Notice, 3:1, 4:3, 4:5, 4:17, 4:18, 6:3 to 6:5, 8:1, 8:2, 10:7, 14:3, 15:11, 15:16, 21:3, 22:6, 34:2, 37:1, 67:8, 67:16, 67:32, 67:45, 75:10, 76:2
Overpayments, 73:2
Overtime pay, 4:3, 76:2
Permits, 3:1, 6:3, 6:4, 6:8, 8:2, 15:11, 21:3, 67:8, 67:15, 67:45, 75:6, 75:10, 76:2
Pregnancy discrimination, 4:5, 4:17, 8:1, 10:7, 76:2
Privileges of employment, 4:3, 14:3
Promotions, 3:1, 4:3, 4:5, 4:17, 4:18, 8:2, 14:3, 15:11, 15:16, 21:3, 22:2, 22:6, 118:8
Race discrimination, 3:1, 4:3, 4:5, 6:5, 8:1 to 14:3, 15:16
Religious discrimination, 4:3, 7:2
Remedies, 3:1, 4:17, 4:18, 6:3, 6:5, 8:1, 8:2, 10:7, 15:11, 15:16, 21:3, 22:2, 22:6, 67:45, 73:2, 75:6, 76:1, 76:2, 83:11
Rest breaks, 37:1
Retaliation, 3:1, 4:3, 4:5, 4:17, 4:18, 6:3, 6:5, 6:8, 8:1, 8:2, 10:7, 14:3, 15:11, 15:16, 15:18, 21:3, 21:6, 22:2, 22:6, 22:10, 67:15, 73:2, 75:10, 75:14, 76:1, 76:2, 83:8, 83:11, 118:8
Sanctions, 4:5, 6:3, 6:5, 15:16, 75:10, 118:8
Severance pay, 6:8, 21:3, 67:8, 67:32, 67:45, 75:10, 75:14

INDIANA—Cont'd

Sex discrimination, 3:1, 4:3, 4:5, 4:17, 4:18, 6:3 to 6:5, 6:8, 8:2, 10:7, 15:16, 21:3, 21:6, 22:10, 76:2
State statutes, 15:3, 22:12, 75:10
Strike, 3:1, 4:3, 4:5, 67:45, 75:6, 76:2
Termination of employment, 21:6, 67:8, 67:15, 75:10, 76:1, 76:2
Terms, 3:1, 4:3, 4:5, 4:17, 6:3 to 6:5, 8:1 to 14:3, 15:11, 22:6, 22:10, 34:2, 58:1, 67:8, 67:15, 67:16, 67:32, 67:45, 73:2, 75:10, 75:14, 76:2
Training programs, 67:8
Unemployment compensation, 4:18, 8:1, 8:2, 75:10, 76:2
Union dues, 67:16
Vacations, 67:45

INDIVIDUAL RETIREMENT ACCOUNTS

Community property, 67:34
Compensation, 67:34, 67:57
Death, 67:34
Defined, 67:34, 67:57
Distributions, 67:34
Divorce, 67:9, 67:34
Employee Retirement Income Security Act, 67:9, 67:34, 67:57
Income, 67:9, 67:34, 67:57
Taxation, 67:34

INFERENCES

Termination of employment, 21:12, 67:8, 67:15, 67:53, 76:1

INFORMANTS

Collective bargaining agreements, 15:8

INFORMATION

Railway Labor Act, 4:20, 67:39, 67:53, 98:1

INITIATIVES

Unions, 67:8

INJUNCTIONS

Discipline, 10:2, 98:2
Irreparable harm, 10:2, 67:37

INJUNCTIONS—Cont'd

Irreparable injury, 10:2
Polygraph tests, 98:2
Preliminary injunctions, 46:1

INSTRUCTIONS

Unions, 4:8, 10:7, 14:3, 15:9, 67:5,
67:8, 67:23, 67:40, 75:10

INSUBORDINATION

Discipline, 3:1, 4:3 to 4:5, 8:1, 8:2,
10:7, 15:8, 15:9, 15:11, 15:21,
15:22, 22:7, 22:8, 22:10, 75:10,
76:2
Termination of employment, 22:7,
67:15, 75:10, 76:2
Work rules, 4:4, 4:5, 15:22

INSURANCE

Contra proferentum, 67:8, 67:45
Discrimination claims, 3:16, 8:2,
14:3, 15:11, 15:13, 21:2, 22:7,
35:1, 67:53, 76:2, 120:9
Drafter, 67:8, 67:45, 75:6, 75:8
Indemnification, 2:1, 15:4, 15:16,
67:5, 67:19, 67:23, 67:26,
67:27, 67:37, 67:50, 67:53,
75:2, 75:8, 76:1
National Labor Relations Board,
67:37, 67:39, 67:58, 76:2
Notice requirements, 46:1, 49:1,
50:8, 61:2, 61:3, 67:8, 67:35,
67:37, 69:3, 69:4, 70:1
Primary coverage, 67:37, 67:50
Public policy, 15:8, 15:11, 15:16,
67:8, 67:19, 67:27, 67:34,
67:36, 67:40, 67:53, 73:2, 75:2,
75:6, 75:7, 75:12, 75:14, 76:1,
76:2, 76:8, 118:9
Reasonable expectations, 4:3, 15:8,
22:6, 22:10, 67:8, 67:37, 67:45,
75:2, 75:8
Risk management, 67:15, 67:35
Unions, 14:3, 15:11, 15:13, 47:4,
67:3, 67:5, 67:8, 67:13, 67:15,
67:16, 67:23, 67:40, 67:41,
67:58, 121:1

INTENT

Age Discrimination in Employment
Act, 3:12, 4:16, 10:7, 15:13,
15:15, 21:3, 21:8, 21:10, 21:12,

INTENT—Cont'd

22:4 to 22:8, 22:10, 22:16,
50:8, 74:3
Harassment, 2:1, 3:1, 3:12, 3:14,
3:16, 3:18, 4:1 to 4:5, 4:12,
4:16, 4:17, 5:1, 6:1, 6:3, 6:4,
7:1, 8:2, 9:1, 10:4, 10:7, 11:1,
14:3, 15:7 to 15:9, 15:11, 15:13,
15:15, 15:16, 15:22, 15:23,
16:1, 21:3, 21:8, 22:4, 22:6 to
22:8, 22:10, 64:1, 67:15, 73:2,
75:10, 76:1, 76:2, 76:4, 76:6,
76:11, 84:5, 116:1, 119:1
Rehabilitation Act, 15:15, 74:3, 76:2,
83:11, 84:5, 89:5, 111:5
Section 1981, 3:1, 3:12, 3:14, 3:16,
4:2, 4:5, 4:12, 5:1, 10:7, 14:2,
14:3, 15:22
Section 1985, 15:15, 16:1
Summary judgment, 2:1, 3:1, 3:4,
3:12, 3:14, 3:16, 3:18, 4:1 to
4:6, 4:9, 4:12, 4:17, 5:1, 6:1,
6:4, 6:8, 7:1, 8:2, 9:1, 10:7,
11:1, 15:9, 15:11, 15:13, 15:22,
15:24, 16:1, 21:12, 22:4, 22:6
to 22:8, 22:10, 29:7, 29:12,
29:14, 49:1, 49:2, 49:4, 55:2,
57:13, 59:1, 62:1, 67:8, 67:15,
67:17, 67:20, 67:40, 67:41,
67:45, 67:46, 73:2, 75:10, 76:1,
76:2, 76:9, 79:3, 117:3, 119:1
Title VI, 4:4, 74:3
Title VII, 2:1, 2:4, 3:1, 3:4, 3:12,
3:14, 3:16, 3:18, 4:1 to 4:6, 4:8,
4:9, 4:11, 4:12, 4:15 to 4:17,
4:20, 5:1, 6:1, 6:3, 6:4, 6:7, 6:8,
7:1, 8:2, 9:1, 10:4, 10:7, 11:1,
14:2, 14:3, 15:9, 15:11, 15:13 to
15:16, 15:22, 16:1, 21:3, 21:8,
21:10, 21:12, 22:4 to 22:6,
22:8, 22:10, 29:12, 29:14, 50:8,
57:13, 64:1, 67:5, 67:15, 67:53,
73:2, 74:3, 76:2, 83:11, 111:5,
116:1, 117:3, 119:1

**INTENTIONAL INFLECTION OF
EMOTIONAL DISTRESS**

At-will employment, 73:2, 76:1, 76:2
National Labor Relations Act, 76:1

INTERACTION

Regression, 4:12

INDEX

INTEREST

- Employment practices, **1:4, 3:11, 3:12, 3:16, 4:15, 6:1, 7:1, 8:1, 10:4, 15:8, 15:9, 15:13, 22:6, 22:7, 27:1, 33:1, 98:1, 110:2, 122:1**
- Preemption, **2:1, 3:9, 15:10, 67:8, 67:34, 67:38, 67:40, 67:42, 67:44, 67:45, 67:50, 67:53 to 67:55, 67:60, 76:2, 76:4, 76:9, 76:10, 100:4**

INTERFERENCE

- Federal employment, **2:1, 4:3**
- Labor Management Relations Act, **42:1, 67:8**
- National Labor Relations Act, **22:1, 67:60, 76:1, 76:9**
- National Labor Relations Board, **67:37, 67:39, 76:2**

INTERFERENCE WITH CONTRACTUAL RELATIONS

- At-will employment, **76:9**

INTERFERENCE WITH RIGHTS

- Family and Medical Leave Act, **55:1, 64:1**

INTERNATIONAL EMPLOYMENT

- Compensation, **109:1**
- Discrimination, **109:1**
- Training, **109:1**

INTERROGATORIES

- Administrative proceedings, **4:12, 67:50, 115:7, 115:12**
- Executive Order 11246, **115:7, 115:12**

INTERVENTION

- Agricultural employees, **76:2**
- Class actions, **3:9, 21:2, 67:8, 67:40**
- Collective bargaining agreements, **67:8**
- Retirement plans, **67:40**
- Substance abuse, **67:8, 67:35, 76:2**

INTIMIDATION

- National Labor Relations Board, **76:2**
- Unions, **14:3**

INVASION OF PRIVACY

- Labor Management Relations Act, **67:8**

INVESTIGATIONS

- Apprentices, **76:11**
- Collective bargaining agreements, **15:8, 30:13, 67:16**
- Equal Pay Act, **30:13**
- Family and Medical Leave Act, **15:13, 121:8**
- Federal employment, **2:1, 4:5, 8:2**
- Jurisdiction, **2:1, 3:2, 15:22, 30:13, 80:8, 98:1, 112:11**
- Polygraph tests, **98:1, 100:4**
- Railway Labor Act, **98:1**
- Retaliation, **2:1, 3:2, 3:12, 4:5, 6:3, 8:1, 8:2, 10:7, 15:8, 15:9, 15:12, 15:13, 15:22, 22:6, 26:6**
- Retirement plans, **22:6**

INVOLUNTARY PARTICIPATION

- Retaliation, **8:1**

INVOLUNTARY TERMINATIONS

- Policy, **67:8, 67:16, 67:20**

INVOLVEMENT

- Collective bargaining agreements, **15:8, 67:5, 67:8**

IOWA

- Age Discrimination in Employment Act, **15:13, 20:2, 22:9, 22:15, 74:3**
- Age discrimination, **4:4, 15:13, 20:2, 22:9, 22:15, 35:1, 74:3, 75:10, 76:2, 118:11**
- Annual reports, **67:5**
- Assignments, **4:3, 6:1, 7:1, 15:8, 15:9, 15:13, 35:1, 76:4, 76:8, 76:13**
- At-will employment, **15:8, 15:13, 73:2, 75:10, 75:12, 75:16, 76:1, 76:2, 76:6, 76:9, 76:11, 79:3**
- Blacklisting, **15:9, 76:9**
- Compensation, **4:3 to 4:6, 15:8, 15:9, 22:15, 29:10, 29:14, 35:1, 55:1, 57:2, 67:5, 73:2, 74:3, 75:10, 75:12, 76:1, 76:2, 76:4, 76:6, 76:8, 76:11, 83:7, 118:11**

IOWA—Cont'd

Complaints, 4:4, 4:5, 6:1, 7:1, 15:8, 15:9, 15:13, 15:22, 29:14, 35:1, 57:2, 76:2, 76:4, 76:8
 Conciliation, 3:6, 111:6
 Conditions of employment, 4:3, 15:9, 35:1, 63:1, 75:12, 76:1, 79:3
 Constitutionality, 15:22
 Court proceedings, 15:9, 35:1, 76:2
 Credits, 67:5
 Disciplinary procedures, 15:8, 75:10
 Disclosures, 118:11
 Dispute, 4:3 to 4:5, 6:1, 7:1, 15:8, 15:9, 15:22, 22:15, 67:5, 67:19, 75:10, 76:1, 76:2, 76:4, 76:8, 79:3, 118:11
 Employment practices, 4:5, 6:1, 7:1, 15:8, 15:9, 15:13, 73:2, 75:12, 76:1, 111:6
 Evidence, 3:6, 4:3 to 4:6, 6:1, 7:1, 10:6, 15:8, 15:9, 15:13, 15:22, 22:9, 29:3, 29:10, 29:14, 35:1, 55:1, 57:2, 62:1, 67:5, 73:2, 74:3, 75:10, 75:12, 75:16, 76:1, 76:2, 76:4, 76:6, 76:8, 76:9, 76:11, 76:13, 79:3, 83:5, 83:7, 111:6, 118:11
 Exemptions, 7:1, 15:13, 76:2
 Family leave, 55:1
 Federal contractors, 81:1, 111:6
 Fringe benefits, 4:3, 15:8, 15:13, 35:1
 Garnishment, 76:2
 Harassment, 3:6, 4:3 to 4:5, 6:1, 7:1, 15:8, 15:9, 15:13, 15:22, 35:1, 73:2, 75:10, 76:1, 76:2, 76:4, 76:6, 76:8, 76:11, 83:7, 118:11
 Health, 4:3 to 4:6, 6:1, 7:1, 10:6, 15:8, 15:9, 15:13, 15:22, 20:2, 29:10, 29:14, 35:1, 55:1, 57:1 to 62:1, 63:1, 67:5, 67:19, 73:2, 75:10, 75:12, 76:1, 76:2, 76:4, 76:8, 76:9, 79:3, 81:1, 83:5, 83:7, 118:11
 Hearings, 15:8, 15:9, 15:13
 Holidays, 7:1
 Investigations, 4:5, 15:8, 15:9, 15:13, 15:22, 76:11, 111:6
 Jury duty, 76:2
 Life insurance, 4:3, 57:2, 67:5

IOWA—Cont'd

Mandatory retirement, 15:8, 15:13, 20:2
 Mediation, 20:2
 Mental retardation, 4:4, 15:8, 15:13, 15:22, 76:2, 83:5, 83:7
 National origin discrimination, 4:4
 Notice, 3:6, 4:3 to 4:5, 6:1, 7:1, 15:8, 15:9, 15:22, 20:2, 22:15, 29:8, 29:14, 35:1, 55:1, 57:2, 62:1, 63:1, 67:5, 67:19, 75:10, 75:12, 75:16, 76:2, 76:8, 76:13, 79:3, 118:11
 Overtime pay, 4:3, 6:1, 15:8, 15:9, 55:1, 76:2
 Parental leave, 6:1, 15:13
 Permits, 6:1, 7:1, 15:9, 55:1, 67:5, 67:19, 74:3, 75:10, 75:12, 76:2
 Physical fitness, 4:6
 Pregnancy discrimination, 4:5, 6:1, 76:2
 Private rights, 76:2
 Privileges of employment, 4:3, 35:1
 Probable cause, 4:3, 4:5, 15:8, 15:13, 76:1, 76:4
 Probationary employees, 4:3, 6:1, 15:13, 75:10
 Promotions, 4:3, 4:5, 15:9, 22:9, 118:11
 Protective equipment, 76:2
 Race discrimination, 4:3 to 4:5, 6:1, 15:9, 15:13, 15:22
 Reasonable suspicion, 4:5, 15:8, 76:2, 76:4
 Religious discrimination, 4:3, 7:1, 15:10
 Remedies, 3:6, 4:4, 10:6, 15:8, 15:13, 20:2, 29:8, 29:10, 55:1, 67:5, 73:2, 76:1, 76:2, 76:4, 76:6, 76:8, 76:9, 76:11, 76:13, 81:1
 Retaliation, 3:6, 4:3 to 4:5, 6:1, 7:1, 10:6, 15:8, 15:9, 15:13, 15:22, 20:2, 29:8, 29:14, 35:1, 55:1, 57:2, 63:1, 73:2, 74:3, 75:10, 76:1, 76:2, 76:6, 76:8, 118:11
 Sanctions, 4:5, 7:1, 15:8 to 75:10, 118:11
 Sex discrimination, 4:3 to 4:5, 6:1, 15:9, 15:13, 15:22, 29:8, 29:10, 55:1, 76:2

INDEX

IOWA—Cont'd

- State statutes, 75:10
- Stolen property, 4:5
- Termination of employment, 74:3, 75:10, 76:1, 76:2, 76:11
- Terms, 4:3 to 4:5, 6:1, 7:1, 15:8, 15:9, 15:22, 20:2, 22:15, 29:3, 35:1, 57:2, 67:5, 73:2, 74:3, 75:10, 75:12, 75:16, 76:2, 76:4, 76:6, 76:8, 76:9, 76:13, 79:3, 111:10, 118:11
- Testing procedures, 76:2
- Training programs, 67:5
- Unemployment compensation, 22:15, 55:1, 75:10, 76:2

ISSUANCE

- Unions, 67:5, 67:8, 121:1

JOB DESCRIPTIONS

- Unions, 15:11, 67:8

JOB TITLES

- Unions, 15:11

JOB TRAINING PARTNERSHIP

ACT

- Labor standards, 50:8
- Notice, 50:8

JOINT EMPLOYERS

- Family and Medical Leave Act, 57:3
- National Labor Relations Act, 67:5

JUDGMENT AS MATTER OF LAW

- Motions, 3:14, 3:16, 3:18

JUDICIAL REVIEW

- Generally, 4:3, 4:5, 4:18, 4:20

JURISDICTION

- Age discrimination claims, 21:1, 22:15, 26:5
- Arbitration, 3:1, 3:4, 3:7, 3:16, 3:18, 4:16, 4:18, 14:3, 15:5, 15:21, 22:15, 29:14, 32:1, 42:1, 57:2, 67:8, 67:17, 67:19, 67:23, 67:35, 67:39, 67:41, 67:44, 67:50, 67:53, 67:57, 67:58, 67:60, 67:61, 73:2, 98:1, 117:1, 118:2, 118:8
- Civil rights actions, 15:3, 15:18, 67:50

JURISDICTION—Cont'd

- Collateral estoppel, 4:18, 14:3, 15:17, 15:21, 21:1, 22:15, 67:44
- Complaints, 3:1, 3:9, 3:16, 3:18, 4:16, 4:18, 7:1, 9:2, 12:5, 14:3, 15:5, 15:16, 15:22, 21:3, 26:7, 26:10, 29:14, 32:1, 57:2, 67:8, 67:23, 67:37, 67:39, 67:49, 76:2, 80:6, 109:1, 112:11, 117:1
- Consent decrees, 4:16
- Continuing violation theory, 3:1
- Due process, 14:3, 15:16, 15:19, 15:22, 15:25, 18:1, 67:17, 67:38, 67:40, 98:1 to 117:1, 118:2, 118:8, 119:2
- Federal question, 3:4, 15:3, 15:18, 18:1, 67:37, 67:53, 67:54, 104:1
- Full faith and credit, 15:21, 67:34
- Investigation, 1:4, 2:1, 3:1 to 3:4, 3:6, 3:16, 9:1 to 14:3, 15:5, 15:16, 15:22, 15:23, 16:1, 19:1, 21:3, 21:4, 21:9, 29:14, 32:1, 46:1, 57:12, 67:8, 67:23, 67:35, 67:37, 67:50, 67:53, 67:59, 75:14, 76:2, 98:1 to 103:1, 109:1, 111:3, 112:11, 117:2, 120:1, 120:6, 121:9
- Labor-Management Reporting and Disclosure Act, 67:58
- Mootness, 9:1, 67:38, 67:39, 67:50, 118:2, 118:8
- National Labor Relations Act, 7:1, 67:5, 67:58, 67:60
- Official immunity, 15:22
- Reasonable cause finding, 3:3, 19:1
- Removal to federal court, 21:1
- Res judicata, 3:7, 4:18, 9:1, 14:3, 15:17, 15:21, 21:1, 22:15, 67:37, 67:44
- Retaliation claims, 1:4, 2:1, 3:1, 3:16, 4:18, 9:1, 14:3, 15:23, 57:2, 67:38, 76:2, 118:8
- Section 1981 claims, 14:2, 14:3
- Section 1983 claims, 1:4, 3:9, 15:5, 15:21
- Settlements, 3:4, 21:1, 67:5, 67:8, 67:17, 67:34, 67:41, 67:53, 118:2
- State court proceedings, 15:19

JURISDICTION—Cont'd

Subject matter jurisdiction, 2:4, 3:1, 3:6, 3:16, 7:1, 9:1, 12:2, 12:5, 15:17, 15:18, 18:2, 18:5, 21:1, 26:4, 26:7, 33:4, 54:1, 67:5, 67:34, 67:38, 67:50, 67:53, 67:61, 104:1, 117:2, 118:8, 119:2

KANSAS

Affirmative action plans, 4:3, 8:1
 Age discrimination, 4:2, 4:4, 4:12, 4:16, 10:7, 15:13, 22:6, 67:53, 74:3, 75:5, 75:10, 76:2, 118:5, 118:11
 Agency proceedings, 3:1
 Annual reports, 67:5
 At-will employment, 15:8, 15:11, 15:13, 16:1, 75:10, 76:2, 76:11
 Blacklisting, 8:1, 15:9
 Citizenship discrimination, 2:1
 Color discrimination, 5:1
 Compensation, 2:1, 3:1, 4:3 to 4:5, 4:12, 4:17, 4:18, 6:4, 8:1, 8:2, 10:7, 14:3, 15:8, 15:9, 15:11, 22:6, 29:7, 29:10, 55:1, 67:5, 67:7, 67:34, 67:45, 67:53, 74:3, 75:5, 75:10, 76:2, 76:4, 76:11, 118:8, 118:11
 Conciliation, 3:1, 3:6, 4:16, 111:6
 Conditions of employment, 2:1, 3:14, 4:3, 4:17, 5:1, 6:3 to 6:5, 8:2, 14:3, 15:9, 22:6, 63:1
 Constitutionality, 10:7, 14:3, 15:22
 Court proceedings, 15:9, 76:2
 Credits, 4:2, 67:5, 67:7, 67:53
 Disclosures, 8:2, 118:11
 Dispute, 2:1, 3:1, 3:14, 3:18, 4:3 to 4:5, 4:12, 4:16, 5:1, 6:3 to 6:5, 7:1, 8:2, 14:3, 15:8, 15:9, 15:11, 15:22, 22:6, 67:5, 67:7, 67:34, 67:45, 67:53, 75:10, 76:2, 76:4, 118:8, 118:11
 Employment practices, 4:2, 4:5, 7:1, 8:1, 15:8, 15:9, 15:13, 22:6, 83:1, 111:6, 118:8
 Equal pay, 4:4, 4:17, 4:18, 29:7, 29:10, 74:3, 118:5, 118:8
 Evidence, 2:1, 3:1, 3:6, 3:14, 3:18, 4:2 to 4:5, 4:12, 4:16 to 4:18,

KANSAS—Cont'd

5:1, 6:3 to 6:5, 6:10, 7:1, 8:1 to 10:2, 10:7, 14:3, 15:8, 15:9, 15:11, 15:13, 15:22, 16:1, 22:6, 29:7, 29:10, 55:1, 67:5, 67:7, 67:34, 67:45, 67:53, 74:3, 75:10, 76:2, 76:4, 76:11, 111:6, 117:3, 118:5, 118:8, 118:9, 118:11
 Exemptions, 7:1, 15:13, 76:2
 Family leave, 55:1
 Federal contractors, 111:6
 Form of payment, 6:5, 67:34
 Fringe benefits, 2:1, 3:1, 4:3, 10:7, 15:8, 15:13, 22:6, 67:45, 83:1
 Garnishment, 67:34, 67:53, 76:2
 Harassment, 2:1, 3:1, 3:6, 3:14, 3:18, 4:2 to 4:5, 4:12, 4:16 to 4:18, 5:1, 6:3 to 6:5, 7:1, 8:1 to 10:2, 10:7, 14:3, 15:8, 15:9, 15:11, 15:13, 15:22, 16:1, 22:6, 75:10, 76:2, 76:4, 76:11, 118:8, 118:11
 Health, 2:1, 3:1, 3:14, 3:18, 4:2 to 4:5, 4:12, 4:17, 4:18, 5:1, 6:3 to 6:5, 7:1, 8:1, 8:2, 10:7, 14:3, 15:8, 15:9, 15:11, 15:13, 15:22, 16:1, 22:6, 29:7, 29:10, 55:1, 63:1, 67:5, 67:34, 67:45, 67:53, 75:10, 76:2, 76:4, 83:1, 118:8, 118:9, 118:11
 Hearings, 3:18, 6:5, 15:8, 15:9, 15:11, 15:13, 118:8
 Hiring practices, 4:12, 118:5
 Holidays, 7:1
 Illness, 3:1, 4:17, 15:8, 15:9, 55:1, 67:5, 67:45, 83:1
 Investigations, 2:1, 4:5, 6:3, 6:4, 8:1, 8:2, 10:7, 15:8, 15:9, 15:13, 15:22, 22:6, 76:11, 111:6
 Jury duty, 76:2
 Life insurance, 2:1, 4:3, 6:3, 67:5, 67:34, 67:45, 67:53
 Mandatory retirement, 15:8, 15:13, 22:6
 Marital status, 6:3, 15:11
 Medical benefits, 67:53
 Military personnel, 2:1
 National origin discrimination, 3:1, 4:4, 5:1, 8:1, 14:3

INDEX

KANSAS—Cont'd

Notice, 2:1, 3:1, 3:6, 3:14, 3:18, 4:2 to 4:5, 4:12, 4:16 to 4:18, 5:1, 6:3 to 6:5, 6:10, 7:1, 8:1, 8:2, 10:7, 14:3, 15:8, 15:9, 15:11, 15:22, 22:6, 55:1, 57:14, 63:1, 67:5, 67:7, 67:34, 67:45, 67:53, 75:5, 75:10, 76:2, 83:1, 118:11

Overtime pay, 4:3, 15:8, 15:9, 55:1, 76:2

Parental leave, 15:13

Permits, 3:1, 3:18, 6:3, 6:4, 7:1, 8:2, 15:9, 15:11, 55:1, 67:5, 67:7, 67:34, 67:45, 67:53, 74:3, 75:10, 76:2, 117:3

Physical fitness, 3:14

Pregnancy discrimination, 4:2, 4:5, 4:17, 8:1, 10:7, 76:2

Privileges of employment, 4:3, 14:3

Probable cause determination, 4:12, 15:8

Race discrimination, 3:1, 3:14, 4:2 to 4:5, 4:12, 6:5, 8:1 to 14:3, 15:9, 15:13, 15:22, 16:1

Religious discrimination, 2:1, 4:3, 7:1

Remedies, 3:1, 3:6, 3:14, 4:4, 4:17, 4:18, 6:3, 6:5, 8:1 to 10:2, 10:7, 15:8, 15:11, 15:13, 22:6, 29:10, 55:1, 67:5, 67:34, 67:45, 67:53, 76:2, 76:4, 76:11, 83:1

Retaliation, 2:1, 3:1, 3:6, 3:14, 3:18, 4:2 to 4:5, 4:12, 4:16 to 4:18, 5:1, 6:3, 6:5, 7:1, 8:1 to 10:2, 10:7, 14:3, 15:8, 15:9, 15:11, 15:13, 15:22, 16:1, 22:6, 55:1, 63:1, 67:53, 74:3, 75:10, 76:2, 117:3, 118:5, 118:8, 118:11

Retention of employees, 2:1

Sanctions, 4:5, 4:12, 6:3, 6:5, 7:1, 15:8 to 75:10, 118:5, 118:8, 118:11

Seniority systems, 3:1

Sex discrimination, 3:1, 3:14, 4:2 to 4:5, 4:12, 4:17, 4:18, 6:3 to 6:5, 6:10, 8:2, 10:7, 15:9, 15:13, 15:22, 29:7, 29:10, 55:1, 76:2

Shortages, 8:2

State statutes, 67:53, 75:10

Termination of employment, 67:7, 67:53, 74:3, 75:10, 76:2, 76:11

KANSAS—Cont'd

Terms, 2:1, 3:1, 3:14, 4:2 to 4:5, 4:12, 4:16, 4:17, 5:1, 6:3 to 6:5, 6:10, 7:1, 8:1 to 14:3, 15:8, 15:9, 15:11, 15:22, 22:6, 67:5, 67:7, 67:34, 67:45, 67:53, 74:3, 75:5, 75:10, 76:2, 76:4, 117:3, 118:11

Theft, 4:3 to 4:5, 15:9, 15:13, 67:5, 76:2, 76:4

Tips, 4:3, 15:22

Training programs, 67:5, 67:53

Unemployment compensation, 4:12, 4:18, 8:1 to 55:1, 67:53, 75:5, 75:10, 76:2

Vacations, 67:45

KENTUCKY

Administrative decisions, 67:53

Age Discrimination in Employment Act, 15:13, 21:3, 21:6, 21:9, 22:6, 22:12

Age discrimination, 15:13, 21:3, 21:6, 21:9, 22:6, 22:12, 57:13, 67:15, 67:53, 76:2

Appeals, 3:16, 6:1, 15:11, 15:13, 15:22, 21:3, 21:6, 21:9, 57:13, 67:37, 67:41, 67:44, 67:45, 67:50, 73:2, 76:2, 118:4

Apprentices, 67:53

At-will employment, 3:16, 15:11, 15:13, 73:1 to 76:2

Compensation, 3:16, 15:11, 21:3, 21:9, 22:6, 67:37, 67:41, 67:44, 67:45, 67:50, 67:53, 73:1, 73:2, 75:15, 76:2, 76:8

Conciliation, 21:3

Conditions of employment, 3:16, 22:6

Constitutionality, 15:22

Court proceedings, 76:2

Credits, 21:9, 67:37, 67:41, 67:53

Disclosures, 67:41

Employment practices, 3:16, 6:1, 15:13, 22:6, 73:2

Equal pay, 3:16, 15:10

Evidence, 3:16, 6:1, 15:4, 15:11, 15:13, 15:22, 21:3, 21:6, 21:9, 22:6, 22:12, 57:13, 67:15, 67:37, 67:41, 67:44, 67:45,

KENTUCKY—Cont'd

67:50, 67:53, 73:2, 75:15, 76:2, 76:8
 Exemptions, 15:13, 76:2
 Fines, 67:37
 Garnishment, 67:50, 67:53, 76:2
 Harassment, 3:16, 6:1, 15:11, 15:13, 15:20, 15:22, 21:3, 21:9, 22:6, 67:15, 67:50, 73:2, 76:2, 76:8
 Health, 3:16, 6:1, 15:11, 15:13, 15:22, 21:9, 22:6, 22:12, 57:13, 67:15, 67:37, 67:41, 67:44, 67:45, 67:50, 67:53, 73:2, 76:2, 76:8
 Hearings, 15:11, 15:13
 Investigations, 15:13, 15:22, 22:6
 Jury duty, 76:2
 Layoffs, 15:11, 21:3, 21:6, 22:6
 Life insurance, 67:37, 67:41, 67:44, 67:45, 67:50, 67:53
 Medical benefits, 67:15, 67:37, 67:53
 Notice, 3:16, 6:1, 15:11, 15:20, 15:22, 15:24, 21:3, 22:6, 57:13, 67:37, 67:41, 67:44, 67:45, 67:50, 67:53, 75:15, 76:2, 76:8
 Overtime pay, 6:1, 21:9, 76:2
 Parental leave, 6:1, 15:13
 Payment of compensation, 75:15
 Permits, 3:16, 6:1, 15:11, 21:3, 57:13, 67:15, 67:45, 67:53, 76:2
 Pregnancy discrimination, 6:1, 76:2
 Private rights, 76:2
 Promotions, 15:11, 21:3, 21:9, 22:6
 Race discrimination, 3:16, 6:1, 15:13, 15:22, 73:1
 Records, 3:16, 15:4, 15:13, 15:22, 21:6, 21:9, 22:6, 67:15, 67:37, 67:41, 67:45, 67:50, 73:1 to 76:2
 Religious discrimination, 15:10
 Remedies, 15:11, 15:13, 21:3, 21:9, 22:6, 67:37, 67:41, 67:45, 67:50, 67:53, 73:1 to 76:2, 76:8
 Reports, 15:22, 67:15, 67:37, 67:41, 67:45, 67:50, 76:2
 Sanctions, 67:50
 Seniority systems, 21:3
 Sex discrimination, 6:1, 15:13, 15:22, 21:3, 21:6, 57:13, 76:2

KENTUCKY—Cont'd

State statutes, 22:12, 67:41, 67:53
 Students, 15:11, 15:13, 15:22, 22:6, 73:2, 76:2
 Termination of employment, 15:20, 21:6, 67:15, 67:53, 76:2
 Terms, 6:1, 15:11, 15:22, 21:9, 22:6, 67:15, 67:37, 67:41, 67:44, 67:45, 67:50, 67:53, 73:2, 75:15, 76:2, 76:8
 Training programs, 67:53
 Unemployment compensation, 21:9, 67:44, 67:53, 76:2
 Vacations, 67:45

KEOGH PLANS

Employee, 66:2

KICKBACKS

Retirement plans, 67:21

KNOWLEDGE OF EMPLOYER

Retaliation, 4:12, 19:1

LABOR LAWS

Arbitration agreements, 67:53

**LABOR MANAGEMENT
RELATIONS ACT**

Administrative proceedings, 42:1
 Agreements, 67:8
 Ambiguities, 67:8
 Amendment, 42:1, 49:3, 67:8
 Amount, 49:3, 67:8
 Arbitration, 42:1, 67:8
 Attempt, 67:8
 Attorney General, 42:1
 Authority, 42:1, 67:8
 Bad faith, 67:8
 Benefit fund, 67:8
 Benefits, 49:3, 67:8
 Breach, 49:3, 67:8
 Breach of contract, 49:3
 Burden of proof, 67:8
 Business, 49:3, 67:8
 Cause, 67:8
 Change, 67:8
 Checklists, 42:1, 49:3, 67:8
 Claims, 42:1, 67:8
 Class actions, 67:8
 Collective bargaining, 67:8

INDEX

LABOR MANAGEMENT

RELATIONS ACT—Cont'd

Collective bargaining agreements, 67:8
Compensatory damages, 67:8
Complaints, 67:8
Complete, 49:3, 67:8
Conditions, 67:8
Conflicts, 67:8
Continuing, 67:8
Coverage, 67:8
Damages, 49:3, 67:8
Date, 49:3, 67:8
Decisions, 49:3, 67:8
Defenses, 67:8
Determinations, 67:8
Distress, 67:8
Drugs, 67:8
Duties, 67:8
Emergency, 67:8
Employee Retirement Income Security Act, 67:8
Employers, 49:3, 67:8
Enforcement, 49:3
Evidence, 67:8
Exclusions, 67:8
Existence, 67:8
Expenses, 42:1, 67:8
Extrinsic evidence, 67:8
Factors, 49:3, 67:8
Facts, 49:3, 67:8
Fraud, 49:3, 67:8
Futility, 67:8
Gifts, 67:8
Individuals, 42:1, 67:8
Invasion of privacy, 67:8
Issuance, 67:8
Judgments, 67:8
Jurisdiction, 42:1, 67:8
Liability, 49:3, 67:8
Limitations, 67:8
Loss, 67:8
Members, 49:3, 67:8
Misrepresentation, 67:8
Modification, 67:8
Money, 67:8
Nature, 67:8
Negligence, 67:8

LABOR MANAGEMENT

RELATIONS ACT—Cont'd

New evidence, 67:8
Notice, 42:1, 49:3, 67:8
Parties, 42:1, 49:3, 67:8
Policy, 49:3, 67:8
Prejudgment interest, 49:3
Proceedings, 42:1
Prohibition, 42:1
Proof, 67:8
Public policy, 67:8
Punitive damages, 49:3
Purpose, 49:3, 67:8
Reasonableness, 67:8
Refusal, 67:8
Regulation, 49:3, 67:8
Relief, 67:8
Remand, 67:8
Requests, 67:8
Resolution, 42:1, 67:8
Responsibilities, 67:8
Restrictions, 67:8
Retirees, 67:8
Review, 67:8
Rights, 42:1, 67:8
Role, 49:3, 67:8
Safety, 67:8
Sale of business, 67:8
Scope, 67:8
Service, 42:1, 49:3, 67:8
Settlement, 42:1, 49:3, 67:8
Standards, 42:1, 67:8
Standing, 67:8
Statement, 67:8
Stays, 67:8
Strikes, 67:8
Successor, 49:3, 67:8
Summary judgment, 49:3, 67:8
Threats, 67:8
Types, 67:8
Unavailability, 67:8
Unions, 67:8
Validity, 67:8
Value, 49:3, 67:8
Violations, 42:1, 49:3, 67:8

LABOR RELATIONS

Administrative proceedings, **22:15, 67:4, 67:50**
Contracts, **2:1, 67:5, 67:23, 67:37, 67:39, 67:40, 67:50, 67:53, 76:2, 76:9**
Court proceedings, **76:2**
Coverage, **2:1, 2:4, 6:1, 7:1, 9:1, 20:3, 22:15, 66:9, 67:5, 67:23, 67:37, 67:39, 67:40, 67:43, 67:50, 67:53, 67:58, 67:60, 76:1, 76:2**

**LABOR-MANAGEMENT
REPORTING AND
DISCLOSURE ACT**

Agreements, **67:58**
Authority, **67:58**
Benefits, **67:58**
Coverage, **67:58**
Duties, **67:58**
Employees, **67:58**
Fiduciary duties, **67:58**
Funds, **67:58**
Interpretation, **67:58**
Jurisdiction, **67:58**
Liability, **67:58**
Nature, **67:58**
Remedies, **67:58**
Rights, **67:58**
Services, **67:58**
States, **67:58**
Status, **67:58**
Trusts, **67:58**
Unions, **67:58**
Violations, **67:58**

LACHES

Defined, **3:1, 67:16, 67:37**

LANGUAGE

National Labor Relations Board, **22:15, 67:37, 67:39, 76:2**

LAW FIRMS

Unions, **67:5**

LAYOFFS AND RECALLS

Fringe benefits, **14:1**
Title VII, **14:1**

LEADERS

Unions, **2:2, 15:11**

LEGISLATIVE HISTORY

Fair Labor Standards Act, **15:15, 50:8, 67:5**

LETTERS

National Labor Relations Board, **67:37, 67:39**

LIABILITY

Labor-Management Reporting and Disclosure Act, **67:58**
Railway Labor Act, **67:39, 67:53, 67:58, 98:1**
Worker Adjustment and Retraining Notification Act, **46:1, 48:3, 49:1 to 49:4, 50:8, 50:17, 67:8**

LIABILITY INSURANCE

Retirement plans, **67:53**

LIBERAL CONSTRUCTION

Collective bargaining agreements, **67:3**

LIFE INSURANCE

Annuities, **67:21, 67:37, 67:41, 67:49, 67:53**
Beneficiaries, **67:3, 67:5, 67:8, 67:9, 67:20, 67:21, 67:23, 67:32, 67:34, 67:35, 67:37, 67:39, 67:40, 67:43, 67:45, 67:47, 67:50, 67:53, 67:54, 67:60, 69:4**
Buyout, **67:53**
Collective bargaining agreements, **67:3, 67:5, 67:8, 67:23**
Community property, **67:34, 67:53**
Disabled employees, **67:45**
Employee Retirement Income Security Act, **26:3, 57:2, 67:3 to 67:5, 67:8, 67:9, 67:20, 67:21, 67:23, 67:30, 67:32, 67:34 to 67:37, 67:39 to 67:41, 67:43 to 67:47, 67:49, 67:50, 67:53 to 67:55, 67:60, 67:61, 68:2**
Fringe benefits, **2:1, 4:3, 12:1, 26:3, 30:2, 67:8, 67:45, 68:2, 80:4, 122:1**
Group of employees, **67:8, 67:41**

INDEX

LIFE INSURANCE—Cont'd

Interest, 2:1, 4:3, 12:1, 30:2, 57:2, 67:3, 67:5, 67:8, 67:20, 67:21, 67:23, 67:30, 67:32, 67:34 to 67:37, 67:40, 67:41, 67:43 to 67:47, 67:49, 67:50, 67:53 to 67:55, 67:60, 69:4, 75:17, 122:1
Oklahoma, 2:1, 4:3, 6:3, 67:8, 67:39, 67:45, 67:53, 67:60
Payments, 2:1, 30:2, 58:1, 59:1, 67:3, 67:5, 67:8, 67:9, 67:21, 67:23, 67:30, 67:32, 67:34 to 67:37, 67:40, 67:41, 67:45, 67:49, 67:50, 67:53, 67:60
Premiums, 58:1, 65:1, 67:5, 67:8, 67:9, 67:20, 67:21, 67:23, 67:34, 67:36, 67:37, 67:39, 67:40, 67:43, 67:45, 67:50, 67:53, 67:60, 67:61, 69:4, 75:17
Retirement plans, 59:1, 67:20, 67:21, 67:34, 67:40, 67:45, 67:53, 67:60
Sex discrimination, 4:3, 6:3, 30:2
Taxation, 67:34, 67:53
Term life insurance, 65:1, 67:53

LIKELIHOOD

Statistics, 3:1, 3:16, 4:10, 4:12, 10:2, 12:7, 18:7, 26:9, 34:2, 67:8, 68:8, 80:7, 116:1

LIQUIDATED DAMAGES

Backpay, 4:4, 21:9
Calculation, 21:7 to 21:9, 29:11, 67:37
Front pay, 21:1, 21:7 to 21:9, 23:3, 26:12, 29:11, 55:1, 64:1, 67:37, 73:1, 75:17
Retaliation, 4:4, 15:13, 21:8, 21:9, 29:11, 29:14, 55:1, 63:2, 64:1, 73:1, 76:2
Tax consequences, 21:8
Willfulness, 21:8, 29:14, 55:1, 67:37

LITERATURE

Distribution, 67:8
Unions, 15:9, 67:8

LITIGATION

Accountant, 26:10, 27:1, 67:5, 67:20, 67:36, 118:15

LITIGATION—Cont'd

Appellate review, 3:11, 3:14, 3:16 to 3:18, 4:12, 67:45, 67:61, 117:1, 118:8, 118:11, 118:15, 118:16
Architect, 67:53
Cross examination, 19:1
Deposition, 3:9, 3:12, 3:14, 4:3 to 4:5, 4:12, 6:1, 8:1 to 9:3, 12:3, 14:3, 15:9, 15:11, 15:22, 18:3, 19:1, 19:2, 21:11, 22:6, 22:7, 22:10, 67:41, 67:43, 67:45, 67:50, 67:54, 68:4, 76:4, 117:2, 118:5, 118:8, 118:11, 119:1, 121:1
Direct examination, 117:2
Discovery, 3:1, 3:2, 3:9, 3:11, 3:12, 3:14, 3:16 to 3:18, 4:3 to 4:5, 4:18, 4:20, 6:1, 8:1, 9:2, 15:8, 15:9, 15:20 to 15:22, 19:1 to 21:3, 21:11, 22:6, 22:7, 23:2, 23:3, 44:1, 46:1, 67:3, 67:8, 67:23, 67:37, 67:40, 67:41, 67:43, 67:46, 67:49, 67:50, 67:53, 76:1, 76:2, 76:4, 77:3, 77:7, 88:1, 98:1, 115:2, 117:1, 117:2, 118:5, 118:8, 118:11, 118:15, 119:1, 120:1, 120:4, 120:6
Engineer, 4:5, 4:12, 8:2, 10:2, 15:21, 67:8, 67:35
Limitations period, 1:4, 3:1, 3:16, 4:12, 8:2, 9:2, 14:3, 15:20, 19:1, 21:3, 29:8, 46:1, 67:41, 69:3, 76:1, 118:5
Physician, 4:2, 4:5, 4:12, 6:1, 6:3, 10:7, 14:3, 15:8, 61:3, 67:3, 67:8, 67:23, 67:34, 67:35, 67:38 to 67:40, 67:43, 67:45, 67:46, 67:50, 67:53, 67:54, 67:60, 76:4, 76:8
Plaintiff, 1:4, 3:1 to 3:3, 3:8, 3:9, 3:11, 3:12, 3:14, 3:16 to 3:18, 4:2 to 4:5, 4:11, 4:12, 4:18, 4:20, 6:1, 6:3, 8:1 to 9:3, 10:1 to 10:3, 10:7, 12:3 to 12:5, 14:3, 15:5, 15:8, 15:9, 15:11, 15:12, 15:20 to 15:23, 15:25, 16:1, 18:3, 18:4, 19:1 to 21:3, 21:9, 21:11, 22:4, 22:6, 22:7, 22:10, 22:15, 23:2, 23:3, 26:5, 26:6, 26:10, 27:1, 29:8, 42:1,

LITIGATION—Cont'd

43:1, 45:2, 46:1, 49:2, 61:3,
66:6, 67:3, 67:5, 67:8, 67:9,
67:20, 67:21, 67:23, 67:34 to
67:41, 67:43 to 67:46, 67:49,
67:50, 67:53, 67:54, 67:60,
67:61, 68:4, 68:5, 69:3, 73:5,
75:2, 75:10, 75:12, 75:17, 76:1,
76:2, 76:4, 76:8, 76:9, 77:3,
77:5, 77:7, 80:8, 87:1, 89:2,
90:1, 98:1, 98:2, 111:5, 117:1 to
117:3, 118:2 to 118:5, 118:7 to
118:13, 118:15, 118:16, 119:1,
120:1, 120:4 to 120:10, 121:1
Pleadings, 3:1, 3:9, 3:12, 3:14, 4:2,
4:18, 15:22, 15:23, 16:1, 29:8,
67:5, 67:20, 67:37, 67:46,
67:50, 67:53, 76:2, 119:1, 120:6
Remedies, 1:4, 3:1, 3:5, 3:8, 3:11,
3:12, 3:14, 4:4, 4:18, 4:20, 6:3,
8:1 to 9:3, 10:1 to 10:3, 10:7,
15:8, 15:11, 15:17, 15:21, 19:1,
21:2, 21:3, 21:9, 22:6, 22:7,
23:3, 26:5, 27:1, 29:8, 30:13,
42:1, 46:1, 67:5, 67:20, 67:34,
67:35, 67:37 to 67:41, 67:45,
67:49, 67:50, 67:53, 67:60,
67:61, 69:3, 75:8, 76:1, 76:2,
76:4, 76:8, 76:9, 76:13, 77:7,
90:1, 110:2, 111:5, 112:3, 121:1
Settlements, 3:4, 21:1, 67:5, 67:8,
67:34, 67:36, 67:41, 67:53,
118:2
Statutory schemes, 21:3, 76:2
Strategy, 4:4 to 67:5, 67:20, 67:38,
67:40, 118:8
Supervisor, 1:4, 3:1, 3:9, 3:11, 3:12,
3:14, 3:16, 3:18, 4:2 to 4:5,
4:12, 4:18, 6:1, 6:3, 8:1 to 10:3,
10:7, 12:4, 12:5, 14:3, 15:5,
15:8, 15:9, 15:11, 15:22, 15:25,
18:4, 19:1, 21:3, 21:11, 22:4,
22:6, 22:7, 22:10, 26:6, 26:10,
27:1, 61:3, 67:8, 67:23, 67:45,
67:53, 68:5, 75:2, 75:10, 75:12,
76:1, 76:2, 76:4, 76:8 to 80:8,
90:1, 117:1, 118:5, 121:1
Trial, 1:4, 3:1 to 3:3, 3:9, 3:11, 3:12,
3:14, 3:16 to 3:18, 4:2 to 4:5,
4:11, 4:12, 4:18, 4:20, 6:3, 8:2,
9:1 to 10:3, 10:7, 12:3 to 12:5,

LITIGATION—Cont'd

14:3, 15:5, 15:8, 15:9, 15:11,
15:12, 15:21 to 15:23, 16:1,
18:3, 18:4, 19:1 to 21:2, 21:9,
21:11, 22:4, 22:6, 22:7, 22:15,
23:3, 26:5, 26:6, 27:1, 45:2,
46:1, 61:3, 67:8, 67:20, 67:23,
67:35, 67:37 to 67:40, 67:43 to
67:46, 67:49, 67:50, 67:53,
67:60, 67:61, 68:4 to 73:5,
75:8, 75:10, 75:17, 76:1, 76:2,
76:4, 76:8, 77:7, 80:8, 89:2,
117:1 to 117:3, 118:2, 118:5,
118:7 to 118:13, 118:15, 118:16,
119:1, 119:2, 120:4 to 120:10,
121:1

Vocational expert, 67:8, 67:35, 67:45

LIVESTOCK

National Labor Relations Act, 76:9

LOANS

Annuities, 67:21, 67:53

Checklists, 6:3, 8:2, 10:7, 15:16,
25:12, 50:17, 66:3, 67:5, 67:21,
67:23, 67:40, 67:53, 75:5, 95:3

Distributions, 67:5, 67:40

Retirement plans, 67:21, 67:40,
67:53

LOCAL GOVERNMENTS

Employee Retirement Income Secu-
rity Act, 67:53

Employment practices, 1:4

Title VII, 1:4, 67:53

LODGING

Fringe benefits, 3:1, 25:9, 117:2

LOSS

National Labor Relations Act, 22:1,
67:5, 67:60, 76:1, 76:9

Worker Adjustment and Retraining
Notification Act, 46:1, 48:1,
48:3, 49:1 to 50:2, 50:6, 50:8,
50:9, 50:11, 51:1, 52:1, 67:8,
74:3

LOUISIANA

Age discrimination, 22:7, 22:8,
22:15, 35:1, 67:53, 118:11

Agency proceedings, 3:1

At-will employment, 76:1

INDEX

LOUISIANA—Cont'd

Certificates, 67:8
Compensation, 3:1, 3:9, 4:3, 8:2, 15:21, 22:7, 22:15, 29:14, 34:2, 35:1, 37:1, 67:8, 67:41, 67:43, 67:45, 67:47, 67:53, 69:4, 76:1, 83:7, 118:11
Complaints, 3:1, 3:9, 3:14, 3:18, 6:3, 6:5, 8:2, 22:8, 29:14, 34:2, 35:1, 67:8
Conciliation, 3:1, 3:9, 22:8
Conditions of employment, 3:9, 3:14, 4:3, 6:3, 6:5, 8:2, 35:1, 76:1
Constitutionality, 3:17
Contempt, 118:2
Court proceedings, 35:1
Defamation, 6:3, 76:1
Disability benefits, 3:1, 67:8, 67:45, 67:53, 83:7
Disclosures, 8:2, 67:41, 118:11
Employment practices, 22:7, 76:1
Evidence, 3:1, 3:9, 3:14, 3:18, 4:3, 6:3, 6:5, 8:2, 15:21, 22:7, 22:8, 29:14, 34:2, 35:1, 37:1, 67:8, 67:41, 67:43, 67:45, 67:53, 69:4, 76:1, 83:7, 118:2, 118:11
Exemptions, 67:8
Fines, 6:3
Form of payment, 6:5
Garnishment, 67:53
Harassment, 3:1, 3:9, 3:14, 3:18, 4:3, 6:3, 6:5, 8:2, 22:7, 22:8, 34:2, 35:1, 76:1, 83:7, 118:2, 118:11
Health, 3:1, 3:9, 3:14, 3:17, 3:18, 4:3, 6:3, 6:5, 8:2, 15:21, 22:7, 29:14, 34:2, 35:1, 37:1, 67:8, 67:41, 67:43, 67:45, 67:47, 67:53, 69:4, 76:1, 83:7, 118:2, 118:11
Hearings, 3:18, 6:5, 15:21
Hiring practices, 3:9
Holidays, 67:8
Invasion of privacy, 8:2, 67:8, 67:53, 76:1
Investigations, 6:3, 8:2
Job assignments, 4:3
Life insurance, 4:3, 6:3, 67:8, 67:41, 67:43, 67:45, 67:47, 67:53, 69:4
Mandatory retirement, 22:7, 22:8

LOUISIANA—Cont'd

Meal breaks, 35:1
Medical benefits, 67:8, 67:43, 67:53
Medical examinations, 67:53
National origin discrimination, 3:1
Notice, 3:1, 3:9, 3:14, 3:17, 3:18, 4:3, 6:3, 6:5, 8:2, 22:7, 22:15, 29:14, 34:2, 35:1, 37:1, 67:8, 67:41, 67:45, 67:53, 69:4, 118:2, 118:11
Overtime pay, 4:3
Permits, 3:1, 3:18, 6:3, 8:2, 22:8, 67:8, 67:45, 67:53
Physical fitness, 3:14
Privacy, 6:3, 8:2, 67:8, 67:53, 76:1
Privileges of employment, 4:3, 35:1
Promotions, 3:1, 3:9, 4:3, 8:2, 22:7, 118:11
Race discrimination, 3:1, 3:14, 4:3, 6:5, 8:2
Religious discrimination, 4:3
Remedies, 3:1, 3:14, 6:3, 6:5, 8:2, 15:21, 22:7, 67:41, 67:45, 67:47, 67:53, 76:1
Rest breaks, 37:1
Retaliation, 3:1, 3:9, 3:14, 3:17, 3:18, 4:3, 6:3, 6:5, 8:2, 15:21, 22:7, 22:8, 29:14, 35:1, 67:47, 67:53, 76:1, 118:11
Retirement benefits, 22:7, 67:8, 67:45, 67:53
Sanctions, 3:9, 3:17, 6:3, 6:5, 22:8, 67:43, 118:11
Seniority systems, 3:1
Sex discrimination, 3:1, 3:9, 3:14, 4:3, 6:3, 6:5, 8:2
Sick leave, 3:14, 4:3, 6:3, 8:2, 34:2, 35:1
State statutes, 67:41, 67:53
Survivor benefits, 67:41
Termination of employment, 22:7, 67:8, 67:53, 76:1
Terms, 3:1, 3:9, 3:14, 4:3, 6:3, 6:5, 8:2, 22:7, 22:8, 22:15, 34:2, 35:1, 67:8, 67:41, 67:43, 67:45, 67:47, 67:53, 69:4, 118:2, 118:11
Time off, 3:14, 6:3, 34:2, 35:1, 37:1
Training programs, 67:8, 67:53

LOUISIANA—Cont'd

Transfers, 3:1, 8:2, 22:7, 67:45
 Unemployment compensation, 8:2,
 15:21, 22:15, 67:53
 Vacations, 67:45

LUMP SUM DISTRIBUTIONS

Retirement plans, 67:20, 67:34,
 67:40

MACHINE OPERATORS

Compensation, 67:3, 67:5

MAGISTRATES

Summary judgment, 21:1

MAINE

Age Discrimination in Employment
 Act, 15:15, 117:1
 Age discrimination, 15:15, 67:53,
 75:10, 117:1
 Apprentices, 10:4, 67:53
 Assignments, 3:16, 7:1, 8:2, 15:8,
 34:2, 67:53, 76:4
 At-will employment, 3:16, 15:8,
 73:1, 75:10
 Collective bargaining, 7:1, 15:8,
 34:2, 37:1, 67:53, 75:10
 Compensation, 3:16, 8:2, 10:4, 15:8,
 15:15, 34:2, 37:1, 67:53, 73:1,
 75:10, 76:4, 117:1
 Complaints, 3:16, 7:1, 8:2, 15:8,
 34:2, 76:4, 117:1
 Conciliation, 42:1
 Conditions of employment, 3:16, 8:2
 Court proceedings, 15:23
 Credits, 67:53
 Disclosure, 8:2, 15:8, 67:53
 Employment practices, 3:16, 7:1,
 10:4, 15:8
 Evidence, 3:16, 7:1, 8:2, 10:4, 15:8,
 15:23, 34:2, 37:1, 67:53, 75:10,
 76:4, 83:4, 117:1
 Exemptions, 7:1
 Federal preemption, 67:53
 Fringe benefits, 10:4, 15:8, 117:1
 Garnishment, 67:53
 Harassment, 3:16, 7:1, 8:2, 10:4,
 15:8, 15:15, 15:23, 34:2, 75:10,
 76:4, 83:4

MAINE—Cont'd

Health, 3:16, 7:1, 8:2, 10:4, 15:8,
 15:23, 34:2, 37:1, 47:4, 67:53,
 75:10, 76:4, 83:4, 117:1
 Hearings, 10:4, 15:8
 Hiring practices, 117:1
 Holidays, 7:1
 Investigations, 8:2, 15:8
 Layoffs, 15:8
 Medical benefits, 67:53
 Medical examinations, 67:53
 Notice, 3:16, 7:1, 8:2, 10:4, 15:8,
 34:2, 37:1, 42:1, 47:4, 67:53,
 75:10, 117:1
 Overtime pay, 15:8
 Permits, 3:16, 7:1, 8:2, 67:53, 75:10
 Privacy, 7:1, 8:2, 15:8, 67:53, 76:4
 Probable cause, 15:8, 76:4
 Promotions, 8:2
 Race discrimination, 3:16, 8:2, 73:1
 Rehabilitation, 8:2, 15:8, 15:15,
 34:2, 42:1, 75:10, 83:4
 Religious discrimination, 7:1
 Remedies, 8:2, 10:4, 15:8, 15:15,
 42:1, 67:53, 73:1, 76:4
 Rest breaks, 37:1
 Return to work, 8:2, 15:8, 34:2,
 67:53, 75:10, 83:4
 Sanctions, 7:1, 15:8, 75:10, 117:1
 Sex discrimination, 8:2, 117:1
 Sick leave, 8:2, 15:8, 34:2, 76:4,
 83:4
 State statutes, 67:53, 75:10
 Students, 8:2, 15:8
 Termination of employment, 67:53,
 75:10
 Terms, 7:1, 8:2, 15:8, 15:15, 34:2,
 67:53, 75:10, 76:4, 117:1
 Time off, 7:1, 10:4, 34:2, 37:1
 Training programs, 67:53
 Unemployment compensation, 8:2,
 10:4, 67:53, 75:10
 Vacation pay, 67:53

MALPRACTICE

Health maintenance organizations,
 67:53
 Preemption, 67:45, 67:53, 76:4

INDEX

MANAGEMENT

- Collective bargaining agreements,
15:8, 22:15, 67:3, 67:5, 67:8,
67:16, 67:17, 67:19, 67:23,
67:58, 79:1
- Federal employment, 2:1, 4:3, 4:5,
8:2, 20:1, 82:1, 111:2

MANAGERS

- Compensation, 2:1, 3:1, 3:9, 3:11,
3:12, 4:3 to 4:5, 4:12, 6:8, 8:1,
8:2, 10:7, 14:3, 15:9, 15:11,
22:6, 22:7, 29:2, 29:10, 35:1,
63:3, 67:5, 67:7, 67:8, 67:20,
67:21, 67:23, 67:37, 67:39,
67:50, 67:53, 75:10, 76:10,
84:5, 116:1
- Labor Management Relations Act,
67:8

MANDATORY RETIREMENT

- Bona fide executive, 20:5
- Cause, 15:8, 15:13, 19:1, 20:2, 21:3,
22:6 to 22:8, 75:15
- Collective bargaining agreements,
15:8
- Defined benefit plans, 20:6
- Early retirement, 19:1, 20:5, 20:6,
21:3, 21:8, 22:6 to 22:8, 75:15
- Economic necessity, 22:7
- Fire fighters, 15:13
- Flight engineers, 20:5, 22:12
- Law enforcement officers, 19:1, 20:1,
20:5
- Pilots, 20:2, 20:5, 22:6, 22:7, 22:12
- Rollover contributions, 20:5
- Straight life annuity, 20:5
- Tenured faculty, 20:5
- Voluntary retirement, 22:7

MARYLAND

- Administrative subpoena, 3:2
- Affirmative action plans, 15:14
- Age Discrimination in Employment
Act, 15:13, 22:6, 22:10, 117:2
- Age discrimination, 15:13, 22:6,
22:10, 35:1, 64:1, 67:53, 76:2,
117:2
- Agency proceedings, 3:1
- Agricultural employees, 76:2
- Apprentices, 67:53

MARYLAND—Cont'd

- Assignments, 2:1, 4:17, 6:5, 14:3,
15:8, 15:13, 22:6, 22:10, 29:2,
35:1, 67:53, 76:4
- At-will employment, 15:8, 15:13,
73:2, 75:6, 75:12, 76:2
- Citizenship discrimination, 2:1
- Color discrimination, 5:1
- Compensation, 2:1, 3:1, 3:2, 4:5,
4:17, 14:3, 15:8, 15:14, 22:6,
29:2, 35:1, 55:1, 64:1, 67:32,
67:44, 67:53, 73:2, 75:6, 75:12,
76:2, 76:4, 83:12, 117:2
- Conciliation, 3:1
- Conditions of employment, 2:1, 3:14,
4:17, 5:1, 6:5, 14:3, 22:6,
22:10, 35:1, 75:12
- Constitutional law, 15:8
- Court proceedings, 35:1, 76:2
- Credits, 67:53
- Disabled persons, 15:13
- Disclosures, 67:32
- Employment practices, 4:5, 15:8,
15:13, 22:6, 73:2, 75:12
- Equal pay, 4:17, 15:10, 29:2, 30:5
- Evidence, 2:1, 3:1, 3:2, 3:14, 4:5,
4:17, 5:1, 6:5, 14:3, 15:6, 15:8,
15:13, 15:14, 22:6, 22:10, 29:2,
35:1, 55:1, 62:1, 64:1, 67:17,
67:32, 67:44, 67:53, 73:2, 75:6,
75:12, 76:2, 76:4, 83:5, 83:6,
117:2
- Exemptions, 15:13, 67:17, 76:2
- Family leave, 55:1
- Form of payment, 6:5
- Fringe benefits, 2:1, 3:1, 15:8, 15:13,
22:6, 35:1, 117:2
- Garnishment, 67:53, 76:2
- Health, 2:1, 3:1, 3:14, 4:5, 4:17, 5:1,
6:5, 14:3, 15:6, 15:8, 15:13,
22:6, 22:10, 35:1, 47:4, 55:1,
62:1, 64:1, 67:17, 67:44, 67:53,
73:2, 75:6, 75:12, 76:2, 76:4,
83:5, 117:2
- Hearings, 6:5, 15:8, 15:13
- Hiring practices, 3:2, 15:14
- Investigations, 2:1, 3:2, 4:5, 15:8,
15:13, 22:6
- Jury duty, 76:2

EMPLOYMENT LAW CHECKLISTS AND FORMS

MARYLAND—Cont'd

Medical benefits, 67:53
 National origin discrimination, 3:1 to 5:1, 14:3
 Notice, 2:1, 3:1, 3:2, 3:14, 4:5, 4:17, 5:1, 6:5, 14:3, 15:8, 22:6, 35:1, 47:4, 55:1, 57:14, 62:1, 64:1, 67:17, 67:32, 67:44, 67:53, 75:12, 76:2
 Overtime pay, 15:8, 55:1, 76:2
 Parental leave, 15:13
 Permits, 3:1, 55:1, 64:1, 67:53, 75:6, 75:12, 76:2, 83:12
 Physical fitness, 3:14
 Pregnancy discrimination, 4:5, 4:17, 76:2
 Privacy, 5:1, 15:6, 15:8, 15:13, 67:53, 73:2, 76:2, 76:4
 Private rights, 76:2
 Privileges of employment, 14:3, 35:1
 Probable cause determination, 15:8
 Race discrimination, 3:1, 3:2, 3:14, 4:5, 6:5, 14:3, 15:13
 Religious discrimination, 2:1, 15:10
 Remedies, 3:1, 3:14, 4:17, 6:5, 15:8, 15:13, 22:6, 55:1, 67:17, 67:53, 73:2, 75:6, 76:2, 76:4, 83:12
 Retention of employees, 2:1
 Sanctions, 4:5, 6:5, 15:8
 Seniority systems, 3:1
 Sex discrimination, 3:1, 3:2, 3:14, 4:5, 4:17, 6:5, 15:13, 22:10, 29:2, 55:1, 76:2
 State statutes, 67:53
 Termination of employment, 67:53, 76:2
 Terms, 2:1, 3:1, 3:2, 3:14, 4:5, 4:17, 5:1, 6:5, 14:3, 15:8, 15:14, 22:6, 22:10, 35:1, 64:1, 67:17, 67:32, 67:44, 67:53, 73:2, 75:12, 76:2, 76:4
 Unemployment compensation, 3:2, 55:1, 67:44, 67:53, 76:2
 Union dues, 15:13

MASSACHUSETTS

Administrators, 3:12, 3:16, 8:2, 10:7, 15:8, 15:11, 15:13, 67:5, 67:8, 67:23, 67:35, 67:37, 67:40, 67:45, 67:49, 67:53

MASSACHUSETTS—Cont'd

Age discrimination, 3:12, 4:2, 4:12, 10:7, 15:3, 15:13, 20:2, 67:53, 76:2
 Agricultural employees, 76:2
 Annual reports, 67:5
 Appeals, 2:1, 3:7, 3:12, 3:14, 3:16, 3:18, 4:2, 6:5, 6:8, 8:1, 8:2, 10:4, 10:6, 10:7, 15:3, 15:8, 15:11, 15:13, 67:8, 67:35, 67:37, 67:44, 67:45, 76:2, 76:4
 Assignments, 2:1, 3:12, 3:16, 4:12, 6:5, 8:2, 15:8, 15:13, 67:8, 67:23, 67:40, 67:53, 76:4
 At-will employment, 3:16, 15:8, 15:11, 15:13, 75:12, 76:2
 Board, 2:1, 3:12, 3:14, 3:16, 3:18, 4:2, 4:12, 6:5, 6:8, 8:1, 8:2, 10:4, 10:7, 15:3, 15:8, 15:11, 15:13, 15:19, 20:2, 67:5, 67:8, 67:13, 67:23, 67:35, 67:37, 67:40, 67:44, 67:45, 67:53, 74:2, 76:2, 76:4
 Casual employees, 67:5
 Certificates, 67:8
 Citizenship discrimination, 2:1
 Commissions, 67:8, 67:37, 67:53, 75:12, 76:2
 Compensation, 2:1, 3:12, 3:16, 4:12, 6:8, 8:1, 8:2, 10:4, 10:5, 10:7, 15:8, 15:11, 67:5, 67:8, 67:23, 67:35, 67:37, 67:40, 67:44, 67:45, 67:49, 67:53, 75:12, 76:2, 76:4, 109:1
 Complaints, 3:14, 3:16, 3:18, 4:2, 4:12, 6:5, 8:1, 8:2, 10:7, 15:8, 15:13, 67:8, 67:23, 67:37, 67:49, 76:2, 76:4, 109:1
 Conciliation, 109:1
 Conditions of employment, 2:1, 3:12, 3:14, 3:16, 6:5, 8:2, 67:23, 75:12
 Constitutionality, 10:7
 Court proceedings, 15:19, 76:2
 Credits, 4:2, 67:5, 67:13, 67:23, 67:37, 67:40, 67:53
 Disclosures, 3:12, 8:2, 67:23
 Employment practices, 3:12, 3:16, 4:2, 8:1, 10:4, 15:8, 15:13, 75:12

INDEX

MASSACHUSETTS—Cont'd

Equal pay, 3:16, 6:8, 15:3
Evidence, 2:1, 3:7, 3:12, 3:14, 3:16, 3:18, 4:2, 4:12, 6:5, 6:8, 8:1, 8:2, 10:4 to 15:8, 15:11, 15:13, 67:5, 67:8, 67:23, 67:35, 67:37, 67:40, 67:44, 67:45, 67:49, 67:53, 75:12, 76:2, 76:4
Executives, 4:12, 8:1, 10:7, 15:8, 67:8, 67:23, 67:45, 67:53
Exemptions, 15:13, 67:8, 67:40, 76:2
Form of payment, 6:5
Fringe benefits, 2:1, 10:4, 10:7, 15:8, 15:13, 67:8, 67:45
Garnishment, 67:40, 67:53, 76:2
Harassment, 2:1, 3:12, 3:14, 3:16, 3:18, 4:2, 4:12, 6:5, 8:1, 8:2, 10:4, 10:7, 15:8, 15:11, 15:13, 67:35, 76:2, 76:4
Health, 2:1, 3:12, 3:14, 3:16, 3:18, 4:2, 4:12, 6:5, 6:8, 8:1, 8:2, 10:4 to 15:8, 15:11, 15:13, 20:2, 47:4, 67:5, 67:8, 67:13, 67:23, 67:35, 67:37, 67:40, 67:44, 67:45, 67:49, 67:53, 74:2, 75:12, 76:2, 76:4, 109:1
Hearings, 3:18, 6:5, 10:4, 15:8, 15:11, 15:13
Hiring practices, 4:12
Holidays, 67:8
Independent contractors, 2:1, 15:8, 15:11, 15:13, 67:5, 76:2
Insurance coverage, 2:1, 10:5, 67:5, 67:8, 67:13, 67:23, 67:45, 67:53
Insurance premiums, 67:5, 67:8, 67:13, 67:23, 67:37, 76:2
Investigations, 2:1, 3:12, 8:1, 8:2, 10:7, 15:8, 15:13
Jury duty, 76:2
Life insurance, 2:1, 10:5, 67:4, 67:5, 67:8, 67:23, 67:35, 67:37, 67:40, 67:44, 67:45, 67:49, 67:53
Lodging, 6:5, 10:5
Mandatory retirement, 15:8, 15:13, 20:2
Medical benefits, 67:8, 67:23, 67:37, 67:53
National origin discrimination, 3:7, 3:12, 8:1

MASSACHUSETTS—Cont'd

Notice, 2:1, 3:12, 3:14, 3:16, 3:18, 4:2, 4:12, 6:5, 8:1, 8:2, 10:4, 10:7, 15:8, 15:11, 20:2, 47:4, 67:5, 67:8, 67:23, 67:35, 67:37, 67:40, 67:44, 67:45, 67:53, 74:2, 75:12, 76:2
Overtime pay, 15:8, 76:2
Parental leave, 15:13
Permits, 3:7, 3:12, 3:16, 3:18, 6:8, 8:2, 15:11, 67:5, 67:8, 67:23, 67:40, 67:45, 67:53, 75:12, 76:2
Physical fitness, 3:14
Pregnancy discrimination, 3:12, 4:2, 8:1, 10:7, 76:2
Private rights, 76:2
Probable cause determination, 4:12, 15:8
Professionals, 2:1, 67:8, 67:23, 67:45, 67:53
Race discrimination, 3:12, 3:14, 3:16, 4:2, 4:12, 6:5, 8:1, 8:2, 15:13
Religious discrimination, 2:1
Remedies, 3:12, 3:14, 6:5, 8:1, 8:2, 10:4 to 15:8, 15:11, 15:13, 15:19, 20:2, 67:5, 67:35, 67:37, 67:40, 67:45, 67:49, 67:53, 76:2, 76:4, 109:1
Retention of employees, 2:1
Salaried employees, 67:8, 67:23, 67:35, 67:40, 67:45
Sanctions, 3:12, 4:12, 6:5, 15:8, 109:1
Service employees, 15:8, 67:13, 67:40, 67:53
Sex discrimination, 3:7, 3:12, 3:14, 4:2, 4:12, 6:5, 6:8, 8:2, 10:7, 15:13, 76:2
Sick leave, 3:14, 8:2, 10:5, 15:8, 15:11, 15:13, 76:4
State statutes, 15:3, 67:53
Students, 2:1, 4:2, 6:5, 8:2, 15:8, 15:11, 15:13, 67:8, 76:2
Tardiness, 4:2, 8:2
Termination of employment, 67:8, 67:53, 76:2
Terms, 2:1, 3:14, 4:2, 4:12, 6:5, 8:1, 8:2, 15:8, 15:11, 20:2, 67:5, 67:8, 67:13, 67:23, 67:35,

MASSACHUSETTS—Cont'd

67:37, 67:40, 67:44, 67:45,
67:53, 74:2, 75:12, 76:2, 76:4

Time off, 3:12, 3:14, 10:4

Unemployment compensation, 4:12,
8:1, 8:2, 10:4, 67:44, 67:53,
76:2

Union dues, 15:13, 67:23

Vacations, 67:45

MECHANICS

National Labor Relations Act, 67:5

MEDIA

Unions, 14:3, 15:9, 15:11, 67:8,
67:15, 67:17, 67:56

MEDICAL BENEFITS

Coordination of benefits, 67:8, 67:37

Custodial care, 67:8

Dependent coverage, 67:8

Eligibility, 67:8, 67:15, 67:36, 67:37,
67:39, 67:53

Employee Retirement Income Security Act, 67:8, 67:15, 67:23,
67:36, 67:37, 67:39, 67:43,
67:53

Evidence of insurability, 67:8, 67:23

For employees, 67:8, 67:39, 67:43,
67:53

Hmos, 67:8, 67:53

Home health care, 67:8

Marital status, 67:8

Medical necessity, 67:8, 67:53

Multiple plans, 67:8

Nursing care, 67:8, 67:37

Physical therapy, 67:8, 67:23

Plan, 43:1, 67:8, 67:15, 67:23, 67:36,
67:37, 67:39, 67:43, 67:53, 87:1

Preexisting conditions, 67:8

Prescription drugs, 67:53

Reporting, 67:8, 67:53

Self-inflicted injuries, 67:8

Subrogation, 67:23, 67:37, 67:39,
67:43, 67:53

Suspension of benefits, 67:23

Taxation, 67:53

United States, 67:8, 67:37, 67:53

**MENTAL AND PHYSICAL
DISABILITIES**

Hiring, 83:11

MENTAL HEALTH

Medical benefits, 67:8, 67:53

MERGERS

Agreements, 67:17

Amendments, 67:32

Assets, 67:17, 67:32

Assumption, 22:6, 67:17

Collective bargaining agreements,
67:17

Defined benefit plan, 67:32

Disability, 67:17, 67:32

ERISA, 22:7, 47:4, 67:17, 67:32

Health benefits, 22:6, 22:7

Minimum funding, 67:17

Modification, 22:6

Options, 22:6, 22:7, 67:32

Pension plan, 22:6, 67:17, 67:32

Predecessor employers, 67:17

Profit sharing plan, 67:32

Retiree health, 67:17

Severance, 22:6, 22:7, 47:4, 67:32

Stock, 67:17, 67:32

Successor liability, 67:17

Termination, 22:6, 22:7, 67:17,
67:32

Transfers, 22:6, 22:7, 67:32

Welfare plans, 67:17

MERIT SYSTEM

Compensation, 4:5, 4:15, 15:21,
28:2, 29:2, 29:7, 29:10

Employment practices, 4:5, 4:15,
27:1, 31:1, 33:1

MICHIGAN

Affirmative action plans, 4:3

Age Discrimination in Employment Act, 15:3, 15:15, 22:6, 22:10,
22:12

Age discrimination, 4:2, 4:4, 15:3,
15:15, 22:6, 22:10, 22:12,
57:13, 67:53

Annual reports, 67:5

Appeals, 2:1, 3:16, 3:18, 4:2, 4:3,
4:5, 6:1, 8:2, 10:4, 11:1, 15:3,

INDEX

MICHIGAN—Cont'd

15:8, 15:11, 15:21, 22:10,
57:13, 63:1, 67:8, 67:20, 67:37,
67:38, 67:41, 67:43, 67:45,
67:50
Apprentices, 10:4, 67:53
Assignments, 2:1, 3:16, 4:3, 4:14,
6:1, 8:2, 14:1, 15:8, 22:6,
22:10, 67:8, 67:23, 67:40,
67:53, 76:8
At-will employment, 3:16, 15:8,
15:11, 73:1
Certificates, 67:8, 67:20
Citizenship discrimination, 2:1
Compensation, 2:1, 3:16, 4:3 to 4:5,
8:2, 10:4, 15:8, 15:11, 15:15,
15:21, 22:6, 29:10, 67:5, 67:8,
67:20, 67:21, 67:23, 67:37,
67:38, 67:40, 67:41, 67:43,
67:45, 67:49, 67:50, 67:53,
73:1, 76:8
Conditions of employment, 2:1, 3:16,
4:3, 8:2, 22:6, 22:10, 63:1,
67:23, 83:8
Court proceedings, 67:38
Credits, 4:2, 67:5, 67:21, 67:23,
67:37, 67:40, 67:41, 67:53
Disclosures, 8:2, 67:20, 67:23, 67:41
Employment practices, 3:16, 4:2,
4:5, 6:1, 10:4, 14:1, 15:8, 22:6
Equal pay, 3:16, 4:4, 15:3, 29:10
Exemptions, 67:8, 67:21, 67:40
Fringe benefits, 2:1, 4:3, 10:4, 14:1,
15:8, 22:6, 67:8, 67:45
Garnishment, 67:40, 67:50, 67:53
Harassment, 2:1, 3:16, 3:18, 4:2 to
4:5, 6:1, 8:2, 10:3, 10:4, 11:1,
14:1, 15:8, 15:11, 15:15, 22:6,
22:10, 67:50, 76:8, 83:8
Health, 2:1, 3:16, 3:18, 4:2 to 4:5,
4:14, 6:1, 8:2, 10:4, 15:8, 15:11,
15:21, 22:6, 22:10, 22:12,
29:10, 47:4, 57:8, 57:13, 63:1,
67:5, 67:8, 67:20, 67:21, 67:23,
67:37, 67:38, 67:40, 67:41,
67:43, 67:45, 67:49, 67:50,
67:53, 76:8, 83:8
Health insurance, 2:1, 6:1, 15:8,
22:6, 22:10, 47:4, 67:5, 67:8,
67:20, 67:21, 67:23, 67:37,

MICHIGAN—Cont'd

67:38, 67:40, 67:41, 67:45,
67:50, 67:53
Holidays, 67:8
Insurance, 2:1, 3:16, 4:3, 6:1, 8:2,
14:1, 15:4, 15:8, 15:11, 22:6,
22:10, 47:4, 67:5, 67:8, 67:20,
67:21, 67:23, 67:37, 67:38,
67:40, 67:41, 67:43, 67:45,
67:49, 67:50, 67:53, 76:8
Insurance policies, 67:5, 67:8, 67:21,
67:45, 67:53
Life insurance, 2:1, 4:3, 67:5, 67:8,
67:20, 67:21, 67:23, 67:37,
67:40, 67:41, 67:43, 67:45,
67:49, 67:50, 67:53
Mandatory retirement, 15:8, 22:6,
22:12
Marital status, 6:1, 15:11, 67:8
Medical benefits, 67:8, 67:23, 67:37,
67:43, 67:53
Medical examinations, 67:53
Medical insurance, 67:53
National origin discrimination, 4:4
Notice, 2:1, 3:16, 3:18, 4:2 to 4:5,
6:1, 8:2, 10:3, 10:4, 15:8, 15:11,
22:6, 37:22, 47:4, 50:17, 57:13,
63:1, 67:5, 67:8, 67:20, 67:21,
67:23, 67:37, 67:38, 67:40,
67:41, 67:45, 67:50, 67:53, 76:8
Overpayments, 67:37, 67:40, 67:41
Overtime pay, 4:3, 6:1, 15:8
Permits, 3:16, 3:18, 6:1, 8:2, 15:11,
50:17, 57:13, 67:5, 67:8, 67:20,
67:23, 67:38, 67:40, 67:45,
67:53
Pregnancy discrimination, 4:2, 4:5,
6:1
Privileges of employment, 4:3
Race discrimination, 3:16, 4:2 to 4:5,
6:1, 8:2, 11:1, 14:1, 73:1
Religious discrimination, 2:1, 4:3
Remedies, 4:4, 8:2, 10:3, 10:4, 11:1,
15:8, 15:11, 15:15, 15:21, 22:6,
29:10, 67:5, 67:20, 67:37,
67:38, 67:40, 67:41, 67:45,
67:49, 67:50, 67:53, 73:1, 75:9,
76:8
Retention of employees, 2:1

EMPLOYMENT LAW CHECKLISTS AND FORMS

MICHIGAN—Cont'd

Retirement benefits, 4:5, 22:6, 67:5, 67:8, 67:23, 67:37, 67:40, 67:45, 67:53, 83:8
Sanctions, 4:5, 15:8, 67:43, 67:50
Sex discrimination, 4:2 to 4:5, 6:1, 8:2, 22:10, 29:10, 57:13
State statutes, 15:3, 22:12, 67:41, 67:53
Termination of employment, 67:8, 67:53
Terms, 2:1, 4:2 to 4:5, 6:1, 8:2, 14:1, 15:8, 15:11, 15:15, 22:6, 22:10, 67:5, 67:8, 67:20, 67:21, 67:23, 67:37, 67:40, 67:41, 67:43, 67:45, 67:50, 67:53, 76:8
Training programs, 67:5, 67:8, 67:53
Unemployment compensation, 8:2, 10:4, 15:21, 67:38, 67:53
Vacations, 67:45

MILEAGE

Federal employment, 8:2

MILITARY SERVICE

Compensation, 2:1, 3:12, 4:4, 67:8, 67:30

MINITRIALS

Alternative dispute resolution, 4:16, 4:20

MINNESOTA

Affirmative action plans, 4:3
Age Discrimination in Employment Act, 10:7, 15:3, 21:3, 21:12, 22:5, 22:6, 22:14
Age discrimination, 4:4, 10:7, 15:3, 21:3, 21:12, 22:5, 22:6, 22:14, 67:53
Annual reports, 67:5
Appeals, 3:14, 4:3, 4:5, 4:17, 5:1, 6:4, 6:8, 7:1, 8:2, 10:7, 14:3, 15:3, 15:8, 21:3, 21:12, 28:4, 34:2, 67:8, 67:16, 67:37, 67:39, 67:44, 67:50, 76:4
Apprentices, 67:53
Assignments, 4:3, 4:17, 6:4, 7:1, 8:2, 14:3, 15:8, 21:3, 22:6, 34:2, 67:8, 67:40, 67:53, 76:4
At-will employment, 15:8, 76:6

MINNESOTA—Cont'd

Bad faith, 4:5, 4:17, 14:3, 34:1, 37:1, 67:8, 67:37, 67:39, 67:50, 67:53, 76:4
Certificates, 67:8
Color discrimination, 5:1
Compensation, 4:3 to 4:5, 4:17, 6:4, 6:8, 8:2, 10:7, 14:3, 15:8, 21:3, 22:6, 34:1 to 37:1, 67:5, 67:7, 67:8, 67:21, 67:37, 67:39, 67:40, 67:44, 67:47, 67:50, 67:53, 76:4, 76:6
Complaints, 3:14, 4:4, 4:5, 4:17, 5:1, 6:4, 7:1, 8:2, 10:7, 14:3, 15:8, 21:3, 22:6, 34:2, 67:8, 67:37, 67:39, 76:4
Conciliation, 21:3
Conditions of employment, 3:14, 4:3, 4:17, 5:1, 6:4, 8:2, 14:3, 22:6, 34:1
Constitutionality, 3:17, 10:7, 14:3
Costs, 3:14, 4:3, 4:17, 7:1, 8:2, 10:7, 14:3, 15:8, 21:12, 22:6, 22:14, 34:1, 34:2, 67:5, 67:8, 67:9, 67:16, 67:21, 67:37, 67:40, 67:50, 67:53
Credits, 67:5, 67:7, 67:9, 67:21, 67:37, 67:40, 67:53
Damages, 4:3 to 4:5, 4:17, 10:7, 14:3, 15:3, 15:8, 28:4, 34:1, 34:2, 67:5, 67:8, 67:37, 67:39, 67:40, 67:44, 67:47, 67:50, 67:53, 76:4, 76:6
Death of employee, 34:1
Disabled persons, 34:1
Disclosure, 3:17, 8:2, 15:8, 67:7 to 67:9, 67:37, 67:50, 67:53
Disparate impact cases, 21:12
Employment practices, 4:5, 7:1, 15:8, 22:6
Equal pay, 4:4, 4:17, 6:8, 15:3, 28:4
Evidence, 3:14, 4:3 to 4:5, 4:17, 5:1, 6:4, 6:8, 7:1, 8:2, 10:7, 14:3, 15:8, 21:3, 21:12, 22:5, 22:6, 22:14, 34:1 to 37:1, 67:5, 67:7 to 67:9, 67:16, 67:21, 67:37, 67:39, 67:40, 67:44, 67:50, 67:53, 76:4, 76:6
Exemptions, 7:1, 67:8, 67:21, 67:40
Future earnings, 10:7, 67:37

INDEX

MINNESOTA—Cont'd

Garnishment, 67:40, 67:50, 67:53
Harassment, 3:14, 4:3 to 4:5, 4:17,
5:1, 6:4, 7:1, 8:2, 10:7, 14:3,
15:8, 15:20, 21:3, 22:6, 34:1,
34:2, 67:50, 76:4, 76:6
Health, 3:14, 3:17, 4:3 to 4:5, 4:17,
5:1, 6:4, 6:8, 7:1, 8:2, 10:7,
14:3, 15:8, 21:12, 22:5, 22:6,
22:14, 34:1 to 37:1, 67:5, 67:8,
67:9, 67:16, 67:21, 67:37,
67:39, 67:40, 67:44, 67:47,
67:50, 67:53, 76:4
Health care employees, 67:40, 67:53
Health insurance, 7:1, 15:8, 21:12,
22:6, 67:5, 67:8, 67:21, 67:37,
67:39, 67:40, 67:50, 67:53
Hearing, 3:14, 4:4, 4:5, 4:17, 5:1,
8:2, 14:3, 15:8, 15:20, 22:14,
34:2, 67:8, 67:16, 67:21, 67:39,
67:40, 67:44, 67:50, 76:4
Hiring, 3:14, 4:3 to 4:5, 5:1, 6:8, 7:1,
8:2, 10:7, 14:3, 15:8, 21:3,
22:6, 34:1 to 37:1, 67:5, 67:8,
67:21, 67:37, 67:40, 76:6
Holidays, 7:1, 67:8
Insurance premiums, 21:12, 67:5,
67:8, 67:21, 67:37, 67:39, 67:50
Investigations, 4:5, 6:4, 8:2, 10:7,
15:8, 22:6, 67:16
Life insurance, 4:3, 67:5, 67:8, 67:9,
67:21, 67:37, 67:39, 67:40,
67:44, 67:47, 67:50, 67:53,
67:55
Losses, 7:1, 10:7, 34:1, 34:2, 67:8,
67:37, 67:40, 67:50, 67:53
Mandatory retirement, 15:8, 21:3,
22:6
Marital status, 67:8
Medical benefits, 67:8, 67:37, 67:39,
67:53
Medical insurance, 67:9, 67:53
National origin discrimination, 4:4,
5:1, 14:3
Notice, 3:14, 3:17, 4:3 to 4:5, 4:17,
5:1, 6:4, 7:1, 8:2, 10:7, 14:3,
15:8, 15:20, 21:3, 22:6, 22:14,
34:2, 37:1, 67:5, 67:7 to 67:9,
67:16, 67:21, 67:37, 67:39,
67:40, 67:44, 67:50, 67:53

MINNESOTA—Cont'd

Overtime pay, 4:3, 15:8
Permits, 6:4, 6:8, 7:1, 8:2, 21:3,
22:14, 67:5, 67:7, 67:8, 67:39,
67:40, 67:53
Personnel file, 4:5, 5:1, 8:2, 10:7,
14:3, 15:8, 22:6, 67:37, 76:4
Physical fitness, 3:14
Preference, 4:5, 5:1, 7:1, 8:2, 22:6,
34:1
Pregnancy discrimination, 4:5, 4:17,
10:7
Preselection, 4:4, 4:5
Privacy, 4:4, 5:1, 7:1, 8:2, 15:8,
67:8, 67:53, 76:4
Privileges of employment, 4:3, 14:3
Probable cause determination, 15:8
Race discrimination, 3:14, 4:3 to 4:5,
8:2, 14:3
Religious discrimination, 4:3, 7:1
Remedies, 3:14, 4:4, 4:17, 8:2, 10:7,
15:8, 21:3, 22:6, 34:1, 67:5,
67:37, 67:39, 67:40, 67:47,
67:50, 67:53, 76:4, 76:6
Retaliation, 3:14, 3:17, 4:3 to 4:5,
4:17, 5:1, 6:8, 7:1, 8:2, 10:7,
14:3, 15:8, 15:20, 21:3, 22:6,
34:1, 67:40, 67:47, 67:53, 76:6
Sanctions, 3:17, 4:5, 7:1, 15:8,
67:39, 67:50
Savings, 3:14, 4:4 to 22:6, 67:5,
67:7, 67:8, 67:16, 67:21, 67:37,
67:40, 67:50, 67:53
Seniority systems, 21:3
Severance pay, 6:8, 21:3, 67:5, 67:7,
67:8
Sex discrimination, 3:14, 4:3 to 4:5,
4:17, 6:4, 6:8, 8:2, 10:7, 21:3
Sick leave, 3:14, 4:3, 4:5, 4:17, 8:2,
15:8, 22:6, 34:2, 67:50, 76:4
State statutes, 15:3, 67:53
Strikes, 4:5, 7:1, 14:3, 67:8
Terminated employees, 15:8, 22:6,
22:14, 67:5, 67:53, 76:4
Termination of employment, 15:20,
21:12, 67:7, 67:8, 67:53
Terms, 3:14, 4:3 to 4:5, 4:17, 5:1,
6:4, 7:1, 8:2, 14:3, 15:8, 22:6,
22:14, 34:1, 34:2, 67:5, 67:7 to
67:9, 67:16, 67:21, 67:37,

MINNESOTA—Cont'd

67:39, 67:40, 67:44, 67:47,
67:50, 67:53, 76:4, 76:6
Theft, 4:3 to 4:5, 67:5, 67:21, 76:4
Tips, 4:3
Unemployment compensation, 8:2,
67:44, 67:53
Union dues, 67:16

MISCONDUCT

Backpay, 4:4, 8:2, 10:4, 117:1,
118:11
Employment practices, 3:12, 3:16,
4:2, 4:5, 10:4, 15:5, 15:8, 15:9,
15:13, 18:4, 22:6, 22:7, 26:3,
73:2, 75:12, 76:1
Front pay, 3:16, 10:2 to 10:4, 10:6,
10:7, 15:4, 15:16, 21:8, 34:1,
67:15, 67:37, 76:1, 118:11

MISSISSIPPI

Appeals, 1:5, 2:1, 3:1, 3:11, 3:14,
4:2, 4:5, 4:10, 4:17, 6:3, 7:1,
10:7, 15:8, 15:11, 15:13, 15:22,
21:3, 21:11, 22:8, 34:2, 55:1,
73:2, 75:10, 76:1
Assignments, 2:1, 3:11, 4:12, 4:17,
6:3, 7:1, 7:2, 15:8, 15:9, 15:13,
21:3, 22:6, 22:8, 34:2, 76:8
At-will employment, 15:8, 15:11,
15:13, 73:2, 75:10, 75:12, 76:1
Compensation, 2:1, 3:1, 3:11, 4:5,
4:12, 4:17, 10:7, 15:8, 15:9,
15:11, 15:14, 21:3, 22:6, 34:2,
55:1, 73:2, 75:10, 75:12, 76:1,
76:8
Constitutionality, 10:7, 15:22
Court proceedings, 15:9, 15:23
Employment practices, 3:11, 4:2, 4:5,
4:11, 7:1, 15:8, 15:9, 15:13,
22:6, 39:2, 73:2, 75:12, 76:1
Employment records, 15:8, 73:2,
75:12
Exemptions, 7:1, 15:13, 69:2
Holidays, 7:1, 7:2
Indemnification, 2:1, 76:1
Life insurance, 2:1, 6:3
Notice, 2:1, 3:1, 3:11, 3:14, 4:2, 4:5,
4:12, 4:17, 6:3, 7:1, 10:7, 15:8,
15:9, 15:11, 15:22, 20:2, 21:3,
21:11, 22:6, 34:2, 55:1, 61:2,

MISSISSIPPI—Cont'd

74:2, 75:10, 75:12, 76:8
Overtime pay, 15:8, 15:9, 55:1
Religious discrimination, 2:1, 7:1,
7:2
Remedies, 2:3, 3:1, 3:11, 3:14, 4:17,
6:3, 10:7, 15:8, 15:11, 15:13,
20:2, 21:3, 22:6, 55:1, 73:2,
76:1, 76:8
Sanctions, 4:5, 4:12, 6:3, 7:1, 15:8,
15:9, 21:11, 22:8, 75:10
State statutes, 22:12, 75:10
Termination of employment, 75:10,
76:1
Terms, 2:1, 3:1, 3:11, 3:14, 4:2, 4:5,
4:12, 4:17, 6:3, 7:1, 15:8, 15:9,
15:11, 15:14, 15:22, 20:2,
21:11, 22:6, 22:8, 34:2, 73:2,
74:2, 75:10, 75:12, 76:8
Unemployment compensation, 4:12,
55:1, 75:10

MISSOURI

Administrators, 3:16, 4:4 to 6:4,
10:7, 15:9, 15:22, 67:8, 67:50,
118:8
Affirmative action plans, 4:3, 8:1
Age Discrimination in Employment
Act, 10:7, 21:6, 22:6, 22:12
Age discrimination, 4:2, 4:4, 4:20,
10:7, 21:6, 22:6, 22:12, 35:1,
76:2, 118:11, 120:4
Apprentices, 10:4
Assignments, 2:1, 3:16, 4:3, 4:8, 6:4,
7:1, 15:9, 22:6, 34:2, 35:1, 67:8
At-will employment, 3:16, 73:1 to
76:2
Certificates, 67:8
Citizenship discrimination, 2:1
Compensation, 2:1, 3:16, 4:3 to 4:5,
6:4, 8:1, 10:4, 10:7, 15:9, 22:6,
29:7, 34:2, 35:1, 37:1, 55:1,
57:2, 67:8, 67:50, 73:1 to 76:2,
118:8, 118:11, 120:4
Complaints, 3:16, 4:2, 4:4, 4:5, 4:20,
6:4, 7:1, 8:1, 10:7, 15:9, 15:22,
21:6, 22:6, 34:2, 35:1, 55:2,
57:2, 67:8, 76:2
Conciliation, 4:20

INDEX

MISSOURI—Cont'd

Conditions of employment, 2:1, 3:16, 4:3, 6:4, 15:9, 22:6, 35:1
Constitutionality, 10:7, 15:22
Court proceedings, 15:9, 35:1, 76:2
Credits, 4:2
Employment agencies, 4:8
Employment practices, 3:16, 4:2, 4:5, 4:8, 7:1, 8:1, 10:4, 15:9, 22:6, 27:1, 73:2, 118:8
Equal pay, 3:16, 4:4, 27:1, 28:3, 29:7, 29:11, 118:8
Evidence, 2:1, 3:16, 4:2 to 4:5, 4:8, 4:20, 6:4, 7:1, 8:1, 10:4, 10:7, 15:9, 15:22, 21:6, 22:6, 22:12, 27:1, 29:7, 29:11, 34:2, 35:1, 37:1, 55:1 to 57:2, 67:8, 67:50, 73:2, 76:2, 118:8 to 118:12, 120:4
Executives, 4:4, 8:1, 10:7, 22:6, 67:8
Exemptions, 7:1, 67:8, 76:2, 101:1
Fringe benefits, 2:1, 4:3, 10:4, 10:7, 22:6, 35:1, 67:8
Future earnings, 10:4, 10:7
Garnishment, 67:50, 76:2
Harassment, 2:1, 3:16, 4:2 to 6:4, 7:1, 8:1, 10:4, 10:7, 15:9, 15:22, 22:6, 34:2, 35:1, 67:50, 73:2, 76:2, 118:8, 118:11
Health, 2:1, 3:16, 4:2 to 4:5, 4:8, 6:4, 7:1, 8:1, 10:4, 10:7, 15:9, 15:22, 22:6, 22:12, 29:7, 34:2, 35:1, 37:1, 55:1 to 57:2, 67:8, 67:50, 73:2, 76:2, 118:8 to 118:11
Hearings, 10:4, 15:9, 118:8
Holidays, 7:1, 67:8
Investigations, 2:1, 4:5, 6:4, 8:1, 10:7, 15:9, 15:22, 22:6
Jury duty, 76:2
Life insurance, 2:1, 4:3, 57:2, 67:8, 67:50
Mandatory retirement, 22:6, 22:12
Medical benefits, 67:8
National origin discrimination, 4:4, 8:1
Notice, 2:1, 3:16, 4:2 to 4:5, 4:20, 6:4, 7:1, 8:1, 10:4, 10:7, 15:9, 15:22, 22:6, 34:2, 35:1, 37:1, 55:1 to 57:2, 57:14, 67:8,

MISSOURI—Cont'd

67:50, 76:2, 118:11
Overtime pay, 4:3, 15:9, 55:1, 76:2
Permits, 3:16, 4:20, 6:4, 7:1, 15:9, 55:1, 67:8, 76:2
Pregnancy discrimination, 4:2, 4:5, 8:1, 10:7, 76:2
Private rights, 76:2
Privileges of employment, 4:3, 35:1
Race discrimination, 3:16, 4:2 to 4:5, 8:1, 15:9, 15:22, 73:1
Religious discrimination, 2:1, 4:3, 7:1
Remedies, 4:4, 4:20, 8:1, 10:4, 10:7, 22:6, 27:1, 29:11, 55:1, 67:50, 73:1 to 76:2
Retention of employees, 2:1
Sanctions, 4:5, 7:1, 15:9, 67:50, 118:8, 118:11
Sex discrimination, 4:2 to 6:4, 10:7, 15:9, 15:22, 21:6, 27:1, 29:7, 55:1, 76:2
State statutes, 4:20, 22:12
Termination of employment, 21:6, 67:8, 76:2
Terms, 2:1, 4:2 to 4:5, 4:20, 6:4, 7:1, 8:1, 15:9, 15:22, 22:6, 34:2, 35:1, 57:2, 67:8, 67:50, 73:2, 76:2, 118:10, 118:11
Unemployment compensation, 8:1, 10:4, 55:1, 76:2

MISSTATEMENTS

Unions, 67:23

MITIGATION OF DAMAGES

Employment practices, 10:4

MONTANA

Age Discrimination in Employment Act, 22:8
Age discrimination, 22:8, 67:53, 75:10, 76:2
Agricultural employees, 76:2
Appeals, 22:8, 75:6, 75:10, 76:2
Assignments, 22:8, 67:53
At-will employment, 75:6, 75:10, 75:12, 76:2, 76:6, 76:11
Board, 22:8, 67:53, 75:10, 76:2, 76:6, 76:11

MONTANA—Cont'd

Compensation, 67:53, 75:6, 75:8,
75:10, 75:12, 76:2, 76:6, 76:11
Conciliation, 22:8
Conditions of employment, 75:12
Court proceedings, 76:2
Credits, 67:53
Employment practices, 75:12
Evidence, 22:8, 67:53, 75:6, 75:8,
75:10, 75:12, 76:2, 76:6, 76:11
Exemptions, 76:2
Family, 67:53, 75:10, 76:2, 76:11
Garnishment, 67:53, 76:2
Harassment, 22:8, 75:10, 76:2, 76:6,
76:11
Health care employees, 67:53
Investigations, 76:11
Life insurance, 67:53
Medical benefits, 67:53
Notice, 67:53, 75:8, 75:10, 75:12,
76:2
Overtime pay, 76:2
Penalties, 67:53, 75:10, 76:2
Permits, 22:8, 67:53, 75:6, 75:10,
75:12, 76:2
Pregnancy discrimination, 76:2
Private rights, 76:2
Remedies, 67:53, 75:6, 75:8, 76:2,
76:6, 76:11
Room, 67:53, 76:2, 76:6
Sanctions, 22:8, 75:10
Sex discrimination, 76:2
Small businesses, 76:2
State statutes, 67:53, 75:10
Students, 76:2, 76:6
Termination of employment, 67:53,
75:10, 76:2, 76:11
Terms, 22:8, 67:53, 75:8, 75:10,
75:12, 76:2, 76:6
Theft, 76:2
Unemployment compensation, 67:53,
75:10, 76:2

MOOTNESS

Aliens, 118:2
Jurisdiction, 9:1, 67:38, 67:39,
67:50, 118:2, 118:8

MORALE

Unions, 15:9

MOTIONS

Directed verdict, 3:12, 3:14, 3:18,
118:5
Federal employment, 2:1, 4:3, 120:6
Judgment as matter of law, 3:14,
3:16, 3:18
New trial, 3:16, 3:18, 14:3, 118:8,
118:11
Relief from judgment, 3:18
Unions, 14:3, 67:40

MOTIVE

Summary judgment, 1:2, 3:12, 3:14,
3:16, 3:18, 4:1, 4:2, 4:4, 4:5,
4:12, 4:18, 6:1, 8:1, 8:2, 15:9,
15:11 to 15:13, 15:22, 16:1,
22:4, 22:6 to 22:8, 22:10, 34:1,
35:1, 57:13, 67:8, 67:15, 67:17,
67:45, 75:10, 76:2, 76:9, 104:1,
118:8, 118:11
Termination of employment, 22:7,
67:8, 67:15, 67:53, 75:10, 76:2,
104:1

MULTI-EMPLOYER PLANS

Collective bargaining, 67:47
Contributions, 67:47

**MULTIPLE REGRESSION
ANALYSIS**

Statistical evidence, 4:12, 22:8

**NATIONAL LABOR RELATIONS
ACT**

Activities, 7:1, 67:5
Advisors, 67:5
Agencies, 67:60
Agents, 67:5, 76:1
Agreements, 67:5, 67:58
Amendment, 7:1, 67:5, 67:60, 76:1
Appeals, 7:1, 76:1
Arbitration, 67:58, 67:60, 76:1
Authority, 7:1, 22:1, 67:5, 67:58,
67:60, 76:1, 76:9
Blacklisting, 76:9
Children, 7:1, 67:5, 76:1, 76:9
Cities, 67:5

INDEX

NATIONAL LABOR RELATIONS

ACT—Cont'd

Collective bargaining, 7:1, 67:5, 67:58, 67:60, 76:9
Collective bargaining agreements, 67:5, 67:58
Compensation, 22:1, 67:5, 67:60, 76:1
Consultants, 67:5
Contractors, 67:5, 76:1
Contracts or agreements, 67:5
Control, 7:1, 67:5
Corporations, 7:1, 67:5
Courts, 7:1, 22:1, 67:5, 67:60, 76:1
Coverage, 7:1, 67:5, 67:58, 67:60, 76:1
Decisions, 67:5
Defamation, 22:1, 76:1
Delegation of authority, 67:5
Departments, 67:60
Determinations, 67:5
Directors, 67:5, 76:9
Drivers, 7:1, 67:5, 67:58
Enforcement, 7:1, 67:5, 67:60, 76:1
Engineers, 67:5, 67:58, 67:60
Entities, 67:5, 67:60
Exercise, 7:1, 67:5, 67:60, 76:9
Farms, 76:1
Foreign nations, 67:5
Fraud, 67:5, 67:60
Government, 7:1, 67:5, 67:60
Health care, 7:1, 47:1, 67:5, 67:60, 76:1
Illness, 67:5, 67:60
Impact, 7:1, 22:1, 47:1, 67:5, 67:60, 76:9
Independent contractors, 67:5, 76:1
Industries, 7:1, 67:5, 67:58, 76:9
Injury, 67:5, 67:60, 76:1
Insurance, 7:1, 67:5, 67:58, 67:60, 76:1
Intent, 7:1, 67:5, 76:1, 76:9
Interference, 22:1, 67:60, 76:1, 76:9
Interpretation, 67:5, 67:58, 67:60, 76:9
Irrigation, 67:5
Issues, 7:1, 67:5, 67:60
Job title, 67:5

NATIONAL LABOR RELATIONS

ACT—Cont'd

Jurisdiction, 7:1, 67:5, 67:58, 67:60
Limitations, 67:5, 76:1
Livestock, 76:9
Managers, 7:1, 67:5, 76:9
Mechanics, 67:5
Members, 7:1, 67:5, 67:58, 67:60
Misrepresentation, 22:1, 67:5
Modification, 67:5, 67:60
Nature, 7:1, 67:5, 67:58, 76:1
Operators, 67:5
Organizations, 7:1, 67:5, 67:60
Organizing, 67:5
Participation, 48:2, 67:5
Partnership, 67:5
Personnel, 67:5, 76:1
Physicians, 67:5, 67:60
Precedent, 67:5, 67:60, 76:1
Preemption, 67:60, 76:1, 76:9
Production, 67:5
Products, 47:1, 67:5, 76:1
Purpose, 7:1, 67:5, 67:58, 67:60, 76:9
Regulation, 67:5, 67:60
Representatives, 67:5, 67:58
Restrictions, 7:1
Retirement, 7:1, 22:1, 67:5, 67:58, 67:60
Rights, 7:1, 22:1, 67:5, 67:58, 67:60, 76:1
Sales, 67:5, 76:1, 76:9
Separate entities, 67:5
Services, 7:1, 22:1, 67:5, 67:58, 67:60
Sole proprietorship, 67:5
States, 7:1, 67:5, 67:58, 67:60, 76:1, 76:9
Status, 7:1, 67:5, 67:58, 67:60, 76:1, 76:9
Stores, 7:1, 67:5, 67:58, 67:60, 76:1, 76:9
Strikes, 7:1
Successor, 67:5, 67:58
Supervisors, 7:1, 76:1
Television, 67:60, 76:1
Temporary, 7:1, 48:2, 67:5, 76:1

**NATIONAL LABOR RELATIONS
ACT—Cont'd**

Termination, 7:1, 22:1, 48:2, 67:5,
67:58, 67:60, 76:1, 76:9
Torts, 76:1, 76:9
Totality of circumstances, 67:5
Trucking, 67:5
Trustees, 7:1, 67:5, 67:58, 67:60,
76:9
Unions, 67:5, 67:58
United States, 7:1, 67:5, 67:60
Universities, 7:1
Violations, 7:1, 67:58
Violence, 76:1
Wages, 67:5, 67:60, 76:1
Worker Adjustment and Retraining
Notification Act, 47:1, 48:2
Working conditions, 7:1
Wrongful termination, 76:1, 76:9

**NATIONAL LABOR RELATIONS
BOARD**

Absence, 22:15, 67:37, 76:2
Access, 67:39, 76:2
Activities, 22:15, 76:2
Adjudication, 22:15, 67:37, 67:39
Adjustment, 67:39
Administrative proceedings, 22:15
Admissions, 67:37
Agents, 76:2
Agreements, 22:15, 67:37, 67:39,
67:58, 76:2
Allegations, 67:37, 76:2
Amendment, 67:37, 67:39, 76:2
Amount, 67:37
Applications, 76:2
Arbitration, 22:15, 67:39, 67:58
Argument, 67:37, 67:39, 76:2
Attendance, 67:39
Attorneys, 22:15, 67:37, 76:2
Awards, 67:37
Bakeries, 67:37
Bankruptcy, 22:15, 67:37, 76:2
Bargaining, 22:15, 67:37, 67:39,
67:58, 76:2
Bargaining units, 67:58
Benefits, 22:15, 67:37, 67:39, 67:58,
76:2

**NATIONAL LABOR RELATIONS
BOARD—Cont'd**

Breach, 22:15, 67:37, 67:39, 67:58,
76:2
Briefs, 67:37
Burden of proof, 67:37
Care, 67:37, 67:39, 76:2
Cause, 22:15, 67:37, 67:39, 76:2
Certiorari, 67:37
Change, 67:37, 67:39, 67:58
Charges, 67:37, 76:2
Choice, 67:39, 67:58, 76:2
Collective bargaining, 22:15, 67:37,
67:39, 67:58, 76:2
Collective bargaining agreements,
22:15, 67:58
Combination, 76:2
Commerce, 76:2
Common law, 67:37, 67:39, 76:2
Compensation, 22:15, 67:37, 67:39,
76:2
Complaints, 67:37, 67:39, 76:2
Concealment, 67:37
Conditions, 76:2
Conflicts of interest, 76:2
Consent, 67:39, 76:2
Consolidation, 76:2
Costs and expenses, 22:15
Counsel, 67:37, 67:39, 76:2
Courts, 22:15, 67:37, 67:39, 76:2
Criteria, 67:37
Date, 67:37, 67:39, 76:2
Decisions, 22:15, 67:37, 67:39, 76:2
Defamation, 76:2
Defenses, 67:37, 67:39, 76:2
Designation, 67:37
Determinations, 67:39
Directors, 67:39
Disagreement, 76:2
Discipline, 76:2
Disclosure, 67:37, 67:58
Discovery, 67:37, 76:2
Discrimination, 22:15, 67:37, 76:2
Dismissal, 22:15, 67:37, 67:39, 76:2
Disputes, 22:15, 67:39, 76:2
Documents, 67:37, 67:39
Duties, 67:37, 67:39, 67:58, 76:2
Election, 67:37, 67:39

INDEX

NATIONAL LABOR RELATIONS BOARD—Cont'd

Elections, 76:2
Eligibility, 22:15, 67:37, 67:39
Employee Retirement Income Security Act, 67:37, 67:39, 67:58
Employers, 67:37, 67:39, 76:2
Enforcement, 22:15, 67:37, 67:39, 76:2
Enterprises, 67:58, 76:2
Entities, 67:39
Equal Employment Opportunity Commission, 22:15
Errors, 67:37, 67:39
Evaluation, 76:2
Evidence, 67:37, 67:39, 76:2
Examination, 76:2
Exceptions, 67:39, 67:58, 76:2
Exemptions, 76:2
Exercise, 67:37, 67:39, 76:2
Expenses, 22:15, 67:37
Extent, 67:37, 67:39, 76:2
Factors, 67:37, 76:2
Facts, 22:15, 67:37, 67:39, 76:2
Federal Arbitration Act, 22:15, 67:39
Federal courts, 22:15, 67:37, 67:39, 76:2
Fees, 22:15, 67:37, 67:39, 76:2
Filing, 22:15, 67:37, 67:39, 76:2
Findings, 22:15, 67:39
Fines, 67:37
Forms, 67:37
Fraud, 22:15, 67:37, 76:2
Freedom of Information Act, 76:2
General Counsel, 76:2
Health, 67:37, 67:39, 67:58, 76:2
Hiding, 67:37
Hotels, 76:2
Identification, 76:2
Impact, 67:37
Individuals, 67:39, 76:2
Industries, 67:37, 67:39, 67:58, 76:2
Information, 67:37, 67:39, 76:2
Injunctions, 67:37
Interests, 67:37, 76:2
Intervention, 76:2
Issues, 22:15, 67:37, 67:39, 76:2
Judicial review, 22:15, 67:39

NATIONAL LABOR RELATIONS BOARD—Cont'd

Jurisdiction, 22:15, 67:37, 67:39, 67:58, 76:2
Knowledge, 67:37, 67:39, 76:2
Lack, 22:15, 67:37, 67:39
Lawyers, 76:2
Letters, 67:37, 67:39
Liability, 22:15, 67:37, 67:39, 67:58, 76:2
Limitations, 67:37, 67:39
Materials, 67:37, 67:39
Members, 67:37, 67:58, 76:2
Mistakes, 67:37
Money, 67:37
Nature, 67:37, 67:39, 67:58, 76:2
Negotiations, 67:37
Noncompliance, 67:39, 67:58
Notice, 22:15, 67:37, 67:39, 76:2
Objections, 67:39
Occupational Safety and Health Act, 76:2
Offer, 67:37, 67:39, 76:2
Officers, 22:15, 76:2
Officials, 67:39
Operations, 76:2
Opinions, 76:2
Orders, 76:2
Organization, 67:37, 67:39, 67:58, 76:2
Participation, 22:15, 67:37, 67:39, 76:2
Parties, 22:15, 67:37, 67:39, 76:2
Payment, 67:37, 67:58, 76:2
Penalties, 67:37, 76:2
Pertinent documents, 67:39
Place, 67:37, 67:39, 76:2
Pleadings, 67:37, 76:2
Possession, 67:37, 76:2
Powers, 67:37, 76:2
Precedent, 67:37, 67:39, 76:2
Preclusion, 76:2
Preparation, 76:2
Priority, 67:37
Process, 67:37, 67:39, 76:2
Processing, 67:37
Production, 67:37, 76:2
Prohibition, 67:37, 67:39, 76:2

NATIONAL LABOR RELATIONS

BOARD—Cont'd

Proof, 67:37, 76:2
 Purpose, 22:15, 67:37, 67:39, 67:58, 76:2
 Railway Labor Act, 67:39, 67:58
 Rate, 67:37
 Record, 67:37, 67:39, 76:2
 Records, 67:37, 67:39, 76:2
 Refusal, 67:37, 76:2
 Regulations, 67:37, 67:39, 76:2
 Reimbursement, 67:37
 Reinstatement, 67:37, 76:2
 Rejection, 67:37, 76:2
 Relationships, 76:2
 Relief, 67:37, 67:39, 76:2
 Relitigation, 22:15
 Representation, 67:39, 76:2
 Representatives, 67:58, 76:2
 Requests, 67:37, 67:39
 Resignation, 76:2
 Response, 67:37, 67:39, 76:2
 Responsibilities, 67:37, 76:2
 Restoration, 67:37
 Restrictions, 67:37
 Review, 22:15, 67:37, 67:39, 76:2
 Rights, 22:15, 67:37, 67:39, 67:58, 76:2
 Role, 67:39, 76:2
 Rules, 22:15, 67:37, 76:2
 Sanctions, 67:39
 Scope, 67:37, 67:39, 76:2
 Security, 67:37, 67:39, 67:58, 76:2
 Service, 22:15, 67:37, 67:39, 67:58, 76:2
 Services, 67:37, 67:39, 67:58, 76:2
 Severance, 22:15, 67:39, 76:2
 Specificity, 67:37
 Standards, 67:37, 67:58
 State, 22:15, 67:37, 67:39, 76:2
 Statements, 67:37, 76:2
 Status, 67:37, 67:39, 67:58, 76:2
 Statute of limitations, 67:37
 Striking, 67:37
 Summary judgment, 76:2
 Supervisors, 76:2
 Surveillance, 67:39
 Telecommunications, 67:37, 67:39

NATIONAL LABOR RELATIONS

BOARD—Cont'd

Telephone, 67:37, 67:39, 76:2
 Termination, 22:15, 67:37, 67:39, 67:58, 76:2
 Trade, 67:37
 Transfer, 67:37, 67:58, 76:2
 Transportation, 22:15
 Types, 67:37
 Unavailability, 67:37
 Use, 67:37, 67:39, 76:2
 Venue, 67:37
 Violations, 67:37, 67:39, 67:58, 76:2
 Waiver, 22:15, 76:2
 Withdrawal, 67:37
 Withholding, 67:37, 67:39
 Witnesses, 67:37, 76:2
 Work, 67:37, 67:39, 76:2
 Written, 22:15, 67:37, 67:39, 67:58, 76:2

NATIONAL ORIGIN

DISCRIMINATION

Accents, 14:3
 Aliens, 3:2, 14:3
 Ancestry, 116:1
 Backpay, 4:4
 Business necessity, 4:9
 Citizenship, 5:1
 Claims of discrimination, 3:7, 8:1
 Comparators, 3:12, 14:3
 Compensation discrimination, 3:1
 Country of origin, 5:1
 Damages, 3:1, 3:12, 4:4, 14:3
 Defenses, 3:2, 14:3
 Discrimination, 3:1, 3:2, 3:7, 3:12, 3:15, 4:4, 4:9, 5:1, 8:1, 14:3, 111:7, 116:1
 Disparate impact, 3:1, 3:12, 4:4, 4:9, 5:1
 Disparate treatment, 3:1, 5:1, 8:1, 14:3
 Education, 3:1, 4:4, 14:3, 111:7, 116:1
 EEOC, 3:1, 3:2, 3:12, 4:4, 4:9, 5:1, 8:1, 14:3, 111:7, 116:1
 Enforcement, 3:1, 3:2, 3:12, 4:4, 5:1, 8:1, 111:7, 116:1
 English-only rules, 5:1

INDEX

NATIONAL ORIGIN

DISCRIMINATION—Cont'd

Examinations, 3:1
Harassment, 3:1, 3:2, 3:12, 4:4, 5:1, 8:1, 14:3, 116:1
Height, 4:9
Hostile environment, 3:1, 3:12, 4:4, 5:1, 8:1, 14:3
Insurance, 14:3, 116:1
Intent, 3:1, 3:12, 4:4, 4:9, 5:1, 14:3, 116:1
Names, 3:1, 3:2, 3:12, 5:1
Physical, 3:2, 5:1, 8:1, 14:3, 111:7, 116:1
Promotion discrimination, 3:1, 4:4
Racial harassment, 3:1, 5:1, 8:1, 14:3
Remedies, 3:1, 3:12, 4:4, 4:9, 8:1
Retaliation, 3:1, 3:2, 3:12, 4:4, 4:9, 5:1, 8:1, 14:3
Section 1981, 3:1, 3:12, 5:1, 14:3
Statistical evidence, 4:4, 4:9
Stereotypes, 4:4, 5:1, 14:3
Tenure, 3:1, 3:12, 4:4, 5:1, 8:1

NATIONAL SECURITY

Rehabilitation Act, 35:1, 84:2, 90:1

NATIVE AMERICANS

Employment practices, 15:9

NATURAL DISASTERS

Worker Adjustment and Retraining Notification Act, 50:17

NEBRASKA

Age discrimination, 4:4, 10:7, 15:13, 67:53, 76:2
Assignments, 4:8, 8:2, 15:8, 15:9, 15:13, 34:2, 67:8, 67:53
At-will employment, 15:8, 15:11, 15:13, 76:2
Bonds, 15:9
Certificates, 67:8
Compensation, 4:4, 8:2, 10:7, 15:8, 15:9, 15:11, 34:2, 67:8, 67:41, 67:53, 69:4, 75:8, 76:2
Conditions of employment, 8:2, 15:9
Constitutionality, 10:7
Court proceedings, 15:9, 76:2
Disclosure, 8:2, 15:8 to 67:8, 67:41, 67:53

NEBRASKA—Cont'd

Employment agencies, 4:8
Employment practices, 4:8, 4:11, 15:8, 15:9, 15:13
Equal pay, 4:4, 29:3
Evidence, 4:4, 4:8, 4:11, 8:2, 10:7, 15:7 to 15:9, 15:11, 15:13, 29:3, 34:2, 67:8, 67:41, 67:53, 69:4, 75:8, 76:2, 83:4
Exemptions, 15:13, 67:8, 76:2
Fringe benefits, 10:7, 15:8, 15:13, 67:8
Garnishment, 67:53, 76:2
Harassment, 4:4, 8:2, 10:7, 15:7 to 15:9, 15:11, 15:13, 34:2, 76:2, 83:4
Health, 4:4, 4:8, 8:2, 10:7, 15:8, 15:9, 15:11, 15:13, 34:2, 67:8, 67:41, 67:53, 69:4, 76:2, 83:4
Hearings, 15:8, 15:9, 15:11, 15:13
Holidays, 67:8
Insurance premiums, 67:8, 76:2
Investigations, 8:2, 10:7, 15:8, 15:9, 15:13
Jury duty, 76:2
Life insurance, 67:8, 67:41, 67:53, 69:4
Marital status, 15:11, 67:8
Medical benefits, 67:8, 67:53
Medical examinations, 67:53
National origin discrimination, 4:4
Notice, 4:4, 8:2, 10:7, 15:7 to 15:9, 15:11, 34:2, 67:8, 67:41, 67:53, 69:4, 75:8, 76:2
Overtime pay, 15:8, 15:9, 76:2
Parental leave, 15:13
Permits, 8:2, 15:9, 15:11, 67:8, 67:53, 76:2
Pregnancy discrimination, 10:7, 76:2
Private rights, 76:2
Promotions, 4:8, 4:11, 8:2, 15:9, 15:11
Race discrimination, 4:4, 8:2, 15:9, 15:13
Remedies, 4:4, 8:2, 10:7, 15:8, 15:11, 15:13, 67:41, 67:53, 75:8, 76:2
Sanctions, 15:8, 15:9

NEBRASKA—Cont'd

Savings, 4:4, 15:11, 67:8, 67:41, 67:53
 Sex discrimination, 4:4, 8:2, 10:7, 15:9, 15:13, 76:2
 Sick leave, 8:2, 15:8, 15:11, 15:13, 34:2, 83:4
 State statutes, 67:41, 67:53
 Summons, 15:11
 Termination of employment, 67:8, 67:53, 76:2
 Terms, 4:4, 8:2, 15:8, 15:9, 15:11, 29:3, 34:2, 67:8, 67:41, 67:53, 69:4, 75:8, 76:2
 Training programs, 67:8, 67:53
 Unemployment compensation, 8:2, 67:53, 76:2
 Union dues, 15:13

NEGLIGENCE

Performance appraisals, 3:1, 22:8

NEGLIGENT INFLICTION OF EMOTIONAL DISTRESS

Termination of employment, 76:1, 76:2

NEUTRAL EMPLOYMENT PRACTICES

Disparate impact, 4:9, 4:11

NEVADA

Age Discrimination in Employment Act, 15:3, 15:13, 20:2
 Age discrimination, 4:2, 15:3, 15:13, 20:2, 76:2
 Annual reports, 67:5
 Assignments, 4:14, 6:4, 15:13
 At-will employment, 15:13, 76:2, 76:6
 Collective bargaining agreements, 67:3, 67:5
 Compensation, 6:4, 56:1, 67:3, 67:5, 76:2, 76:6
 Conditions of employment, 3:14, 6:4
 Costs, 3:14, 67:3, 67:5, 67:9, 76:2, 117:3
 Court proceedings, 15:19, 76:2
 Credits, 4:2, 67:5, 67:9
 Disabled persons, 15:13
 Employment practices, 4:2, 15:13

NEVADA—Cont'd

Evidence, 3:14, 4:2, 6:4, 15:13, 56:1, 67:3, 67:5, 67:9, 76:2, 76:6, 117:3
 Exemptions, 15:13, 67:3, 76:2
 Garnishment, 76:2
 Health, 3:14, 4:2, 4:14, 6:4, 15:13, 20:2, 56:1, 67:3, 67:5, 67:9, 76:2
 Hearings, 15:13
 Investigations, 6:4, 15:13
 Jury duty, 76:2
 Layoffs, 67:9
 Life insurance, 67:3, 67:5, 67:9
 Mediation, 20:2
 Notice, 3:14, 4:2, 6:4, 20:2, 67:5, 67:9, 76:2
 Overtime pay, 76:2
 Parental leave, 15:13
 Permits, 6:4, 67:5, 76:2, 117:3
 Pregnancy discrimination, 4:2, 76:2
 Privacy, 4:14, 15:13, 76:2
 Private rights, 76:2
 Race discrimination, 3:14, 4:2, 15:13
 Retirement benefits, 67:5
 Settlement, 67:5, 67:9, 117:3
 Sex discrimination, 3:14, 4:2, 6:4, 15:13, 76:2
 State statutes, 15:3
 Termination of employment, 76:2
 Terms, 3:14, 4:2, 6:4, 20:2, 67:3, 67:5, 67:9, 76:2, 76:6, 117:3
 Training programs, 67:5
 Unemployment compensation, 76:2
 Uniforms, 15:13

NEW HAMPSHIRE

Age discrimination, 67:53
 Agency proceedings, 3:1
 Apprentices, 67:53
 Assignments, 3:16, 6:4, 67:53
 At-will employment, 3:16, 73:1, 79:3
 Benefit plans, 67:53
 Compensation, 3:1, 3:16, 6:4, 55:1, 67:53, 73:1
 Conciliation, 3:1
 Conditions of employment, 3:16, 6:4, 79:3
 Credits, 67:53

INDEX

NEW HAMPSHIRE—Cont'd

Employment practices, 3:16
Equal pay, 3:16, 29:12
Evidence, 3:1, 3:16, 6:4, 29:12, 55:1, 67:53, 79:3
Family leave, 55:1
Garnishment, 67:53
Harassment, 3:1, 3:16, 6:4
Health, 3:1, 3:16, 6:4, 55:1, 67:53, 79:3
Investigations, 6:4
Life insurance, 67:53
Medical benefits, 67:53
Medical examinations, 67:53
National origin discrimination, 3:1
Notice, 3:1, 3:16, 6:4, 15:24, 55:1, 67:53, 79:3
Overtime pay, 55:1
Permits, 3:1, 3:16, 6:4, 55:1, 67:53
Privacy, 15:24, 67:53
Race discrimination, 3:1, 3:16, 73:1
Remedies, 3:1, 29:12, 55:1, 67:53, 73:1
Sex discrimination, 3:1, 6:4, 29:12, 55:1
State statutes, 67:53
Students, 3:1
Termination of employment, 67:53
Terms, 3:1, 6:4, 67:53, 79:3
Training programs, 67:53
Unemployment compensation, 55:1, 67:53

NEW JERSEY

Age Discrimination in Employment Act, 3:12, 15:3, 22:7, 22:10, 22:14, 117:1, 117:2
Age discrimination, 3:12, 4:12, 15:3, 22:7, 22:10, 22:14, 67:53, 67:54, 76:2, 117:1, 117:2, 118:11
Agency proceedings, 3:1
Agricultural employees, 76:2
Annual reports, 67:5
Apprentices, 4:12, 67:53
Assignments, 2:1, 3:12, 3:16, 4:8, 4:12, 7:1, 14:3, 15:8, 22:7, 22:10, 29:2, 67:8, 67:40, 67:53

NEW JERSEY—Cont'd

At-will employment, 3:16, 15:8, 15:11, 16:1, 75:12, 76:2, 76:6
Benefit plans, 67:5, 67:8, 67:20, 67:35, 67:40, 67:41, 67:45, 67:53
Certificates, 67:8, 67:20
Citizenship discrimination, 2:1
Compensation, 2:1, 3:1, 3:12, 3:16, 4:12, 14:3, 15:8, 15:11, 15:16, 22:7, 29:2, 29:10, 67:5, 67:8, 67:20, 67:35, 67:37, 67:39 to 67:41, 67:43, 67:45, 67:46, 67:53, 67:54, 67:60, 75:12, 76:2, 76:6, 117:1, 117:2, 118:8, 118:11
Complaints, 3:1, 3:16, 3:18, 4:12, 7:1, 14:3, 15:8, 15:16, 22:10, 67:8, 67:37, 67:39, 76:2, 117:1
Conciliation, 3:1
Conditions of employment, 2:1, 3:12, 3:16, 14:3, 22:10, 75:12
Constitutionality, 14:3, 15:16
Court proceedings, 76:2
Disclosures, 3:12, 67:20, 67:41, 118:11
Dispute, 2:1, 3:1, 3:16, 3:18, 4:9, 4:12, 7:1, 14:3, 15:8, 15:11, 22:7, 22:14, 67:5, 67:8, 67:20, 67:35, 67:37, 67:39 to 67:41, 67:45, 67:46, 67:53, 67:54, 67:60, 76:2, 117:1, 118:8, 118:10, 118:11, 118:15, 118:16
Employment agencies, 4:8
Employment practices, 3:12, 3:16, 4:8, 4:9, 7:1, 15:8, 22:7, 75:12, 118:8
Equal pay, 3:16, 15:3, 29:2, 29:10, 117:1, 118:8
Evidence, 2:1, 3:1, 3:5, 3:12, 3:16, 3:18, 4:8, 4:9, 4:12, 7:1, 14:3, 15:8, 15:11, 15:16, 16:1, 22:7, 22:10, 22:14, 29:2, 29:10, 67:5, 67:8, 67:20, 67:35, 67:37, 67:39 to 67:41, 67:43, 67:45, 67:46, 67:53, 67:54, 67:60, 75:12, 76:2, 76:6, 117:1, 117:2, 118:6, 118:8 to 118:11, 118:15, 118:16
Exemptions, 7:1, 67:8, 67:40, 67:60, 76:2

EMPLOYMENT LAW CHECKLISTS AND FORMS

NEW JERSEY—Cont'd

Fringe benefits, 2:1, 3:1, 15:8, 15:16, 67:8, 67:45, 117:1, 117:2
 Garnishment, 67:40, 67:53, 76:2
 Harassment, 2:1, 3:1, 3:12, 3:16, 3:18, 4:12, 7:1, 14:3, 15:8, 15:11, 15:16, 16:1, 22:7, 22:10, 67:35, 76:2, 76:6, 118:8, 118:11
 Health, 2:1, 3:1, 3:12, 3:16, 3:18, 4:8, 4:12, 7:1, 14:3, 15:8, 15:11, 15:16, 16:1, 22:7, 22:10, 22:14, 29:10, 67:5, 67:8, 67:20, 67:35, 67:37, 67:39 to 67:41, 67:43, 67:45, 67:46, 67:53, 67:54, 67:60, 75:12, 76:2, 117:1, 117:2, 118:8 to 118:11
 Hearings, 3:18, 15:8, 15:11, 118:8
 Hiring practices, 4:12, 117:1
 Holidays, 7:1, 67:8
 Hotel employees, 67:5, 67:37, 67:45
 Interest, 2:1, 3:1, 3:12, 3:16, 3:18, 7:1, 14:3, 15:8, 15:11, 15:16, 16:1, 22:7, 22:10, 67:5, 67:8, 67:20, 67:35, 67:37, 67:40, 67:41, 67:43, 67:45, 67:46, 67:53, 67:54, 67:60, 76:2, 117:1, 117:2, 118:9 to 118:11, 118:15, 118:16
 Investigations, 2:1, 3:12, 15:8
 Jury duty, 76:2
 Life insurance, 2:1, 67:5, 67:8, 67:20, 67:35, 67:37, 67:39 to 67:41, 67:43, 67:45, 67:46, 67:53, 67:54, 67:60
 Mandatory retirement, 15:8, 22:7
 Marital status, 15:11, 67:8
 Medical benefits, 67:8, 67:37, 67:39, 67:43, 67:53
 Medical examinations, 67:53
 National origin discrimination, 3:1, 3:12, 4:9, 14:3
 Notice, 2:1, 3:1, 3:12, 3:16, 3:18, 4:9, 4:12, 7:1, 14:3, 15:8, 15:11, 15:16, 22:7, 22:14, 67:5, 67:8, 67:20, 67:35, 67:37, 67:39 to 67:41, 67:45, 67:46, 67:53, 67:54, 67:60, 75:12, 76:2, 117:1, 118:11, 118:15
 Overtime pay, 15:8, 76:2

NEW JERSEY—Cont'd

Permits, 3:1, 3:12, 3:16, 3:18, 7:1, 15:11, 22:14, 67:5, 67:8, 67:20, 67:39, 67:40, 67:45, 67:53, 67:60, 75:12, 76:2
 Pregnancy discrimination, 3:12, 76:2
 Private rights, 76:2
 Privileges of employment, 4:9, 14:3
 Probable cause determination, 4:12, 15:8
 Promotions, 3:1, 4:8, 4:9, 4:12, 14:3, 15:11, 15:16, 22:7, 118:8, 118:11
 Race discrimination, 3:1, 3:12, 3:16, 4:12, 14:3, 15:16, 16:1
 Religious discrimination, 2:1, 7:1
 Remedies, 3:1, 3:5, 3:12, 4:9, 15:8, 15:11, 15:16, 22:7, 29:10, 67:5, 67:20, 67:35, 67:37, 67:39 to 67:41, 67:45, 67:53, 67:60, 76:2, 76:6
 Restaurant employees, 67:5, 67:8, 67:37, 67:45, 67:53
 Retaliation, 2:1, 3:1, 3:12, 3:16, 3:18, 4:9, 4:12, 7:1, 14:3, 15:8, 15:11, 15:16, 16:1, 22:7, 22:10, 67:40, 67:53, 76:2, 76:6, 118:8, 118:11
 Retention of employees, 2:1
 Sanctions, 3:12, 4:12, 7:1, 15:8, 15:16, 67:39, 67:43, 117:1, 118:8, 118:11
 Savings, 15:11, 15:16, 22:7, 29:10, 67:5, 67:8, 67:20, 67:37, 67:40, 67:41, 67:45, 67:53, 75:12
 Securities, 67:5, 67:20, 67:53, 67:60, 76:2, 117:2
 Sex discrimination, 3:1, 3:12, 4:12, 15:16, 22:10, 29:2, 29:10, 76:2, 117:1
 State statutes, 15:3, 67:41, 67:53
 Students, 2:1, 3:1, 14:3, 15:8, 15:11, 22:7, 67:8, 76:2, 76:6
 Supervisory employees, 4:12
 Termination of employment, 22:7, 67:8, 67:53, 76:2
 Terms, 2:1, 3:1, 4:9, 4:12, 7:1, 14:3, 15:8, 15:11, 22:7, 22:10, 22:14, 67:5, 67:8, 67:20, 67:35, 67:37, 67:39 to 67:41, 67:43, 67:45,

INDEX

NEW JERSEY—Cont'd

67:46, 67:53, 67:60, 75:12,
76:2, 76:6, 117:1, 118:10,
118:11

Time off, 3:12, 7:1

Training programs, 67:5, 67:8, 67:53

Unemployment compensation, 4:12,
67:53, 76:2

Uniforms, 2:1

NEW MEXICO

Age Discrimination in Employment
Act, 4:16, 15:3, 15:13

Age discrimination, 4:2, 4:16, 15:3,
15:13, 75:10, 76:2

Appeals, 4:2, 4:5, 6:1, 6:4, 6:5, 8:2,
15:3, 15:8, 15:13, 15:22, 75:10,
76:1, 76:2

Assignments, 6:1, 6:4, 6:5, 8:2, 15:8,
15:9, 15:13

At-will employment, 15:8, 15:13,
75:10, 76:1, 76:2

Blacklisting, 15:9

Compensation, 4:5, 6:4, 8:2, 15:8,
15:9, 75:2, 75:10, 76:1, 76:2

Conciliation, 4:16

Conditions of employment, 6:4, 6:5,
8:2, 15:9, 76:1, 83:8

Constitutionality, 3:17, 15:22

Court proceedings, 15:9, 76:2

Credits, 4:2

Disabled persons, 15:13

Discharge from employment, 15:8

Disclosures, 8:2

Employment practices, 4:2, 4:5, 6:1,
15:8, 15:9, 15:13, 76:1

Evidence, 4:2, 4:5, 4:16, 6:1, 6:4,
6:5, 8:2, 15:8, 15:9, 15:13,
15:22, 15:25, 75:2, 75:10, 76:1,
76:2, 83:6, 83:8, 83:10

Exemptions, 15:13, 76:2

Form of payment, 6:5

Garnishment, 76:2

Harassment, 4:2, 4:5, 4:16, 6:1, 6:4,
6:5, 8:2, 15:8, 15:9, 15:13,
15:22, 75:10, 76:1, 76:2, 83:6,
83:8

Hearings, 6:5, 15:8, 15:9, 15:13

Investigations, 4:5, 6:4, 8:2, 15:8,
15:9, 15:13, 15:22

NEW MEXICO—Cont'd

Jury duty, 76:2

Mandatory retirement, 15:8, 15:13

Medical conditions, 6:1, 83:8

Notice, 3:17, 4:2, 4:5, 4:16, 6:1, 6:4,
6:5, 8:2, 15:8, 15:9, 15:22,
75:10, 76:2

Overtime pay, 6:1, 15:8, 15:9, 76:2

Permits, 6:1, 6:4, 8:2, 15:9, 15:25,
75:10, 76:2

Pregnancy discrimination, 4:2, 4:5,
6:1, 76:2

Probable cause determination, 15:8

Race discrimination, 4:2, 4:5, 6:1,
6:5, 8:2, 15:9, 15:13, 15:22

Remedies, 6:5, 8:2, 15:8, 15:13,
76:1, 76:2

Sanctions, 3:17, 4:5, 6:5, 15:8, 15:9,
15:25, 75:10

Sex discrimination, 4:2, 4:5, 6:1, 6:4,
6:5, 8:2, 15:9, 15:13, 15:22,
76:2

Sick leave, 4:5, 6:1, 8:2, 15:8, 15:13,
75:2

State statutes, 15:3, 75:10

Terms, 4:2, 4:5, 4:16, 6:1, 6:4, 6:5,
8:2, 15:8, 15:9, 15:22, 75:2,
75:10, 76:2

Time off, 6:1

Unemployment compensation, 8:2,
75:10, 76:2

NEW TRIAL

Motions, 3:16, 3:18, 14:3, 118:8,
118:11

NEW YORK

Accident insurance, 67:8, 67:39,
67:45

Affirmative action plans, 4:3, 8:1,
15:14

Age Discrimination in Employment
Act, 3:11, 3:12, 4:16, 10:7,
15:3, 15:13, 15:15, 20:1 to
20:3, 21:1, 21:2, 21:4, 21:7 to
21:9, 22:6 to 22:10, 22:15,
117:1, 117:2

Age discrimination, 3:11, 3:12, 4:2,
4:4, 4:12, 4:16, 4:20, 10:7,
15:3, 15:13, 15:15, 20:1 to
20:3, 21:1, 21:2, 21:4, 21:7 to

NEW YORK—Cont'd

21:9, 22:6 to 22:10, 22:15,
35:1, 57:13, 67:53, 75:10, 76:2,
117:1, 117:2, 118:11
Agency proceedings, 3:1
Annual reports, 67:5
Appeals, 2:1 to 3:1, 3:7, 3:9, 3:11,
3:12, 3:14, 3:16, 3:18, 4:2, 4:3,
4:5, 4:9, 4:10, 4:20, 5:1, 6:3 to
6:5, 6:8, 7:1, 8:1, 8:2, 10:4,
10:7, 11:1, 14:3, 15:3, 15:8,
15:11, 15:13, 15:22, 20:1, 21:2,
21:7, 21:9, 22:8, 22:10, 34:2,
46:1, 57:11, 57:13, 59:1, 61:3,
67:8, 67:16, 67:17, 67:20,
67:37, 67:39, 67:41, 67:44,
67:45, 67:50, 67:61, 73:2,
75:10, 76:2, 76:4, 117:1 to
118:2, 118:8, 118:9, 121:1
Apprentices, 3:9, 4:12, 10:4, 67:53
Arbitration, 2:2, 3:1, 3:7, 3:15, 3:16,
3:18, 4:4, 4:5, 4:9, 4:16, 4:20,
6:3, 8:2, 10:3, 14:3, 15:5, 15:8,
15:9, 15:11, 22:15, 29:10, 35:1,
42:1, 67:8, 67:17, 67:39, 67:41,
67:44, 67:45, 67:50, 67:53,
67:60, 67:61, 73:2, 75:7, 75:10,
76:4, 83:1, 117:1, 118:2, 118:8
Assignments, 2:1, 3:11, 3:12, 3:16,
4:3, 4:8, 4:12, 6:3 to 6:5, 7:1,
8:2, 14:1, 14:3, 15:8, 15:9,
15:13, 22:6 to 22:8, 22:10,
29:2, 34:2, 35:1, 67:8, 67:40,
67:53, 76:4, 76:8
At-will employment, 3:16, 15:8,
15:11, 15:13, 73:2, 75:7, 75:10,
76:2, 76:9
Blacklisting, 8:1, 15:9, 22:10, 76:9
Certificates, 67:8, 67:20
Compensation, 2:1 to 3:1, 3:9, 3:11,
3:12, 3:16, 4:3 to 4:5, 4:12, 6:4,
6:8, 8:1, 8:2, 10:4, 10:7, 14:3,
15:8, 15:9, 15:11, 15:14 to
15:16, 20:1, 21:9, 22:6, 22:7,
22:15, 29:2, 29:10, 34:2, 35:1,
46:1, 59:1, 61:3, 67:5, 67:8,
67:10, 67:20, 67:30, 67:37,
67:39 to 67:41, 67:44, 67:45,
67:49, 67:50, 67:53, 67:60,
73:2, 75:7, 75:10, 76:2, 76:4,

NEW YORK—Cont'd

76:8, 83:3, 117:1, 117:2, 118:8,
118:11, 121:1
Conciliation, 3:1, 3:6, 3:9, 3:15,
4:16, 4:20, 11:1, 21:2, 21:4,
22:8, 42:1, 121:1
Conditions of employment, 2:1, 3:9,
3:12, 3:14, 3:16, 4:3, 5:1, 6:3 to
6:5, 8:2, 14:3, 15:9, 22:6,
22:10, 35:1, 59:1, 83:8
Constitutionality, 10:7, 14:3, 15:16,
15:22, 67:17
Court proceedings, 15:9, 35:1, 76:2
Credits, 4:2, 21:9, 67:5, 67:37,
67:40, 67:41, 67:53, 83:3
Disclosures, 3:12, 8:2, 67:20, 67:41,
118:11
Employment agencies, 2:3, 4:8
Employment practices, 3:11, 3:12,
3:16, 4:2, 4:5, 4:8, 4:9, 7:1, 8:1,
10:4, 14:1, 15:5, 15:8, 15:9,
15:13, 22:6, 22:7, 73:2, 83:1,
118:8, 122:1
Equal pay, 3:16, 4:4, 6:8, 15:3, 29:2,
29:10, 117:1, 118:8
Evidence, 2:1 to 3:1, 3:5 to 3:7, 3:9,
3:11, 3:12, 3:14, 3:16, 3:18, 4:2
to 4:5, 4:8 to 4:10, 4:12, 4:16,
4:20, 5:1, 6:3 to 6:5, 6:8, 6:10,
7:1, 8:1 to 10:4, 10:7, 11:1,
14:1 to 14:3, 15:4, 15:5, 15:8,
15:9, 15:11, 15:13, 15:14,
15:16, 15:22, 20:1, 20:3, 21:1,
21:2, 21:8, 21:9, 22:6 to 22:10,
29:2, 29:10, 34:2, 35:1, 46:1,
57:13, 59:1, 67:5, 67:8, 67:16,
67:17, 67:20, 67:37, 67:39 to
67:41, 67:44, 67:45, 67:49,
67:50, 67:53, 67:60, 67:61,
70:1, 73:2, 75:7, 75:10, 76:2,
76:4, 76:8, 76:9, 83:5, 83:8 to
83:11, 117:1 to 118:2, 118:6,
118:8 to 118:11, 119:1 to 121:1
Exemptions, 7:1, 14:2, 15:13, 20:1,
21:8, 67:8, 67:17, 67:40, 67:60,
75:7, 76:2
Family leave, 57:11, 61:3
Fines, 6:3, 15:8, 67:5, 67:37
Form of payment, 6:5, 20:1
Fringe benefits, 2:1, 3:1, 3:11, 4:3,
10:4, 10:7, 14:1, 15:8, 15:13,

INDEX

NEW YORK—Cont'd

15:16, 21:8, 21:9, 22:6, 35:1,
46:1, 67:8, 67:10, 67:45, 83:1,
117:1 to 122:1
Future earnings, 10:4, 10:7, 67:20,
67:37
Garnishment, 67:30, 67:40, 67:50,
67:53, 76:2
Harassment, 2:1 to 3:1, 3:6, 3:9,
3:11, 3:12, 3:14, 3:16, 3:18, 4:2
to 4:5, 4:12, 4:16, 5:1, 6:3 to
6:5, 7:1, 8:1 to 10:4, 10:7, 11:1,
14:1, 14:3, 15:5, 15:8, 15:9,
15:11, 15:13, 15:15, 15:16,
15:20, 15:22, 21:8, 21:9, 22:6
to 22:8, 22:10, 34:2, 35:1,
67:30, 67:50, 73:2, 75:10, 76:2,
76:4, 76:8, 83:8, 118:2, 118:8,
118:11, 119:1
Health, 2:1, 3:1, 3:9, 3:12, 3:14,
3:16, 3:18, 4:2 to 4:5, 4:8, 4:12,
5:1, 6:3 to 6:5, 6:8, 7:1, 8:1,
8:2, 10:4, 10:7, 14:3, 15:5,
15:8, 15:9, 15:11, 15:13, 15:16,
15:18, 15:22, 20:1 to 21:2,
21:8, 21:9, 22:6, 22:7, 22:10,
29:10, 34:2, 35:1, 36:5, 57:11,
57:13, 59:1, 61:2, 61:3, 67:5,
67:8, 67:10, 67:16, 67:17,
67:20, 67:30, 67:37, 67:39 to
67:41, 67:44, 67:45, 67:49,
67:50, 67:53, 67:60, 67:61,
70:1, 73:2, 75:7, 75:10, 76:2,
76:4, 76:8, 76:9, 83:1, 83:3,
83:5, 83:8, 83:11, 117:1 to
118:2, 118:8 to 118:11, 121:1,
122:1
Health insurance, 2:1, 7:1, 15:8,
15:13, 21:2, 21:9, 22:6, 22:10,
59:1, 61:2, 67:5, 67:8, 67:20,
67:37, 67:39 to 67:41, 67:45,
67:50, 67:53, 67:60, 70:1, 121:1
Hearings, 3:11, 3:18, 6:5, 10:4, 15:5,
15:8, 15:9, 15:11, 15:13, 118:8
Hiring practices, 3:9, 4:12, 15:14,
117:1
Holidays, 7:1, 46:1, 67:8
Hotel employees, 46:1, 67:5, 67:37,
67:45
Insurance fund, 67:40

NEW YORK—Cont'd

Insurance premiums, 15:4, 21:2,
61:2, 67:5, 67:8, 67:20, 67:37,
67:39, 67:50, 67:61, 76:2
Investigations, 2:1, 3:12, 4:5, 6:3,
6:4, 8:1, 8:2, 10:7, 15:8, 15:9,
15:13, 15:22, 22:6, 67:16, 75:7
Jury duty, 76:2
Life insurance, 2:1, 4:3, 6:3, 59:1,
67:5, 67:8, 67:20, 67:30, 67:37,
67:39 to 67:41, 67:44, 67:45,
67:49, 67:50, 67:53, 67:60,
67:61, 122:1
Losses, 2:1, 7:1, 10:7, 15:11, 15:16,
20:1, 21:9, 22:7, 34:2, 46:1,
57:13, 67:8, 67:20, 67:37,
67:40, 67:49, 67:50, 67:53,
67:60, 76:2
Mandatory retirement, 15:8, 15:13,
20:1 to 20:3, 21:8, 22:6 to 22:8
Marital status, 6:3, 15:11, 67:8
Meal breaks, 35:1
Medical benefits, 67:8, 67:37, 67:39,
67:53
Medical examinations, 36:5, 67:53,
83:11
National origin, 2:1, 3:1, 3:7, 3:9,
3:12, 3:14 to 3:16, 4:2, 4:4, 4:5,
4:8 to 4:10, 4:12, 5:1, 6:3, 6:4,
7:1, 8:1, 10:7, 14:2, 14:3,
15:13, 76:2, 121:1
Notice, 2:1, 3:1, 3:6, 3:9, 3:11, 3:12,
3:14, 3:16, 3:18, 4:2 to 4:5, 4:9,
4:12, 4:16, 4:20, 5:1, 6:3 to 6:5,
6:10, 7:1, 8:1 to 10:4, 10:7,
14:2, 14:3, 15:5, 15:8, 15:9,
15:11, 15:16, 15:20, 15:22,
20:2, 21:2, 22:6, 22:7, 22:15,
34:2, 35:1, 42:1, 46:1, 57:11,
57:13, 59:1, 61:2, 61:3, 67:5,
67:8, 67:16, 67:17, 67:20,
67:37, 67:39 to 67:41, 67:44,
67:45, 67:50, 67:53, 67:60,
67:61, 70:1, 75:7, 75:10, 76:2,
76:8, 83:1, 117:1, 118:2, 118:11,
119:1, 119:2
Overtime pay, 4:3, 15:8 to 21:9,
46:1, 76:2
Parental leave, 15:13
Permits, 3:1, 3:7, 3:11, 3:12, 3:16,
3:18, 4:20, 6:3, 6:4, 6:8, 7:1,

NEW YORK—Cont'd

8:2, 15:9, 15:11, 20:1, 21:2,
21:4, 21:8, 22:8, 57:11, 57:13,
67:5, 67:8, 67:20, 67:39, 67:40,
67:45, 67:53, 67:60, 75:10, 76:2
Physical fitness, 3:14
Privacy, 3:12, 4:4, 5:1, 6:3, 6:10,
7:1, 8:1, 8:2, 15:8, 15:13,
15:22, 67:8, 67:53, 73:2, 76:2,
76:4, 76:8, 121:1
Private rights, 76:2
Privileges of employment, 4:3, 4:9,
14:3, 35:1, 121:1
Probable cause determination, 4:12,
15:8
Promotions, 3:1, 3:9, 3:11, 4:2, 4:3,
4:5, 4:8 to 4:10, 4:12, 8:2, 10:2,
14:1 to 14:3, 15:5, 15:9, 15:11,
15:14, 15:16, 21:9, 22:6, 22:7,
22:9, 118:8, 118:11
Reimbursements, 67:37
Remedies, 2:3, 3:1, 3:5, 3:6, 3:11,
3:12, 3:14, 4:4, 4:9, 4:20, 6:3,
6:5, 8:1 to 10:4, 10:7, 11:1,
15:8, 15:11, 15:13, 15:15,
15:16, 20:2, 21:2, 21:4, 21:7,
21:9, 22:6, 22:7, 29:10, 42:1,
46:1, 67:5, 67:17, 67:20, 67:37,
67:39 to 67:41, 67:45, 67:49,
67:50, 67:53, 67:60, 67:61,
73:2, 75:7, 76:2, 76:4, 76:8,
76:9, 83:1, 83:11, 121:1, 122:1
Reports, 2:1, 3:1, 3:12, 3:14, 4:2,
4:4, 4:5, 4:12, 4:16, 5:1, 6:3 to
6:5, 8:1 to 14:3, 15:5, 15:8,
15:9, 15:22, 22:7, 34:2, 61:2,
67:5, 67:8, 67:20, 67:30, 67:37,
67:41, 67:45, 67:50, 75:7, 76:2,
76:4, 118:8
Restaurant employees, 46:1, 67:5,
67:8, 67:37, 67:45, 67:53
Retaliation, 2:1 to 3:1, 3:6, 3:9, 3:12,
3:14, 3:16, 3:18, 4:2 to 4:5, 4:9,
4:12, 4:16, 5:1, 6:3, 6:5, 6:8,
7:1, 8:1 to 10:4, 10:7, 11:1,
14:1 to 14:3, 15:5, 15:8, 15:9,
15:11, 15:13, 15:15, 15:16,
15:18, 15:20, 15:22, 20:2, 21:2,
21:8, 21:9, 22:6 to 22:8, 22:10,
35:1, 42:1, 57:13, 67:40, 67:53,
73:2, 75:10, 76:2, 76:8, 83:8,

NEW YORK—Cont'd

83:11, 118:8, 118:11, 121:1
Retention of employees, 2:1
Sanctions, 3:9, 3:12, 4:5, 4:12, 6:3,
6:5, 7:1, 15:8, 15:9, 15:16,
22:8, 67:39, 67:50, 75:7, 75:10,
117:1, 118:8, 118:11, 119:1,
119:2
Severance pay, 6:8, 21:9, 46:1, 67:5,
67:8, 67:45, 67:60, 75:10
State statutes, 4:20, 15:3, 67:41,
67:53, 75:10
Technical assistance, 42:1
Termination of employment, 15:20,
21:2, 22:7, 59:1, 67:8, 67:53,
67:61, 70:1, 75:10, 76:2
Terms, 2:1, 3:1, 3:9, 3:11, 3:14, 4:2
to 4:5, 4:9, 4:12, 4:16, 4:20,
5:1, 6:3 to 6:5, 6:10, 7:1, 8:1 to
14:3, 15:5, 15:8, 15:9, 15:11,
15:14, 15:15, 15:22, 20:1, 20:2,
21:9, 22:6 to 22:8, 22:10,
22:15, 34:2, 35:1, 46:1, 59:1,
67:5, 67:8, 67:16, 67:17, 67:20,
67:30, 67:37, 67:39 to 67:41,
67:44, 67:45, 67:50, 67:53,
67:60, 67:61, 73:2, 75:7, 75:10,
76:2, 76:4, 76:8, 76:9, 117:1,
118:2, 118:10, 118:11, 121:1
Time off, 3:12, 3:14, 6:3, 7:1, 10:4,
34:2, 35:1, 73:2
Training programs, 67:5, 67:8, 67:53
Unemployment compensation, 4:12,
8:1, 8:2, 10:4, 21:9, 22:15,
67:10, 67:44, 67:53, 75:10, 76:2
Uniforms, 2:1, 15:5, 15:9, 15:13
Union dues, 15:13, 67:16
Vacations, 67:45, 67:60

NONPARTIES

Unions, 10:7

NORTH CAROLINA

Age Discrimination in Employment
Act, 4:16, 22:6
Age discrimination, 4:16, 22:6, 75:10
Assignments, 2:1, 15:9, 22:6, 67:8
At-will employment, 75:10
Blacklisting, 15:9
Bonuses, 15:9, 22:6, 67:8, 67:45,
75:10

INDEX

NORTH CAROLINA—Cont'd

Certificates, 67:8
Citizenship discrimination, 2:1
Commissions, 67:8
Compensation, 2:1, 15:9, 22:6, 67:8, 67:45, 75:10, 118:8
Conditions of employment, 2:1, 15:9, 22:6
Constitutionality, 15:22, 67:17, 111:3
Costs, 2:1, 4:16, 15:22, 22:6, 67:8, 67:45, 83:4, 118:8
Court proceedings, 15:9
Dispute, 2:1, 4:16, 15:9, 15:22, 22:6, 67:8, 67:17, 67:45, 75:10, 118:8
Employee Retirement Income Security Act, 67:8, 67:17, 67:45
Employment practices, 15:5, 15:9, 22:6, 118:8
Exemptions, 67:8, 67:17
Family, 2:1, 4:16, 15:5, 15:9, 15:22, 67:8, 67:45, 75:10, 118:8
Health, 2:1, 15:5, 15:9, 15:22, 22:6, 67:8, 67:17, 67:45, 75:10, 83:4, 118:8
Holidays, 67:8
Injunction, 15:5, 67:8, 118:8
Life insurance, 2:1, 67:8, 67:45
Medical benefits, 67:8
National origin discrimination, 3:7
Notice, 2:1, 4:16, 15:5, 15:9, 15:22, 22:6, 67:8, 67:17, 67:45, 75:10
Overtime pay, 15:9
Permits, 3:7, 15:9, 67:8, 67:45, 75:10
Race discrimination, 15:5, 15:9, 15:22, 111:8
Records, 2:1, 3:7, 15:9, 15:22, 22:6, 67:8, 67:17, 67:45, 111:3, 118:8
Religious discrimination, 2:1
Remedies, 22:6, 67:17, 67:45
Retaliation, 2:1, 4:16, 15:5, 15:9, 15:22, 22:6, 75:10, 118:8
Retention of employees, 2:1
Sanctions, 15:9, 75:10, 118:8
Sex discrimination, 3:7, 15:9, 15:22
State statutes, 75:10
Students, 2:1, 4:16, 15:5, 15:9, 15:22, 22:6, 67:8

NORTH CAROLINA—Cont'd

Termination of employment, 67:8, 75:10
Terms, 2:1, 4:16, 15:5, 15:9, 15:22, 22:6, 67:8, 67:17, 67:45, 75:10, 111:3, 111:10
Tips, 15:22
Unemployment compensation, 75:10

NORTH DAKOTA

Age discrimination, 75:10, 76:2
Assignments, 34:2, 67:23, 67:40, 76:4, 76:8
At-will employment, 75:10, 75:14, 76:1, 76:2
Compensation, 34:2, 67:23, 67:40, 75:8, 75:10, 76:1, 76:2, 76:4, 76:8, 76:10, 118:8
Conditions of employment, 67:23, 76:1
Court proceedings, 76:2
Disclosures, 67:23, 76:10
Dispute, 34:2, 67:40, 75:10, 76:1, 76:2, 76:4, 76:8, 118:8
Employment practices, 76:1, 118:8
Equal pay, 118:8
Exemptions, 67:40, 76:2
Garnishment, 67:40, 76:2
Good cause, 75:10, 76:8
Harassment, 34:2, 75:10, 75:14, 76:1, 76:2, 76:4, 76:8, 76:10, 118:8
Health, 34:2, 67:23, 67:40, 75:10, 75:14, 76:1, 76:2, 76:4, 76:8, 76:10, 118:8
Jury duty, 76:2
Life insurance, 67:23, 67:40
Medical benefits, 67:23
Notice, 34:2, 67:23, 67:40, 75:8, 75:10, 76:2, 76:8
Overtime pay, 76:2
Permits, 67:23, 67:40, 75:10, 76:2
Pregnancy discrimination, 76:2
Remedies, 67:40, 75:8, 76:1, 76:2, 76:4, 76:8, 76:10
Reports, 34:2, 67:23, 76:2, 76:4, 118:8
Sanctions, 75:10, 118:8
Sex discrimination, 76:2

NORTH DAKOTA—Cont'd

State statutes, 75:10
 Termination of employment, 75:10, 76:1, 76:2
 Terms, 34:2, 67:23, 67:40, 75:8, 75:10, 75:14, 76:2, 76:4, 76:8, 76:10
 Time off, 34:2
 Unemployment compensation, 75:10, 76:2

NOTICE

Advance notice, 3:16, 7:1, 46:1, 47:4, 49:1 to 50:4, 50:6, 50:7, 50:17, 51:1, 54:2, 54:4, 55:2, 61:1, 61:3, 67:16, 67:23, 76:8, 79:3, 80:2 to 102:2
 Affirmative action plans, 4:3, 4:19, 8:1
 Americans with Disabilities Act, 3:16, 34:2, 35:1, 37:1, 37:3, 37:22, 37:28, 42:1, 57:2, 57:13, 64:1, 67:8, 67:60, 90:1
 Disabled workers, 6:1, 83:1
 Employee Polygraph Protection Act, 2:4, 90:1, 98:1, 99:2, 100:4, 101:2, 102:2, 103:1, 105:1, 105:2, 105:4 to 105:6, 106:1, 107:1, 108:1, 108:3
 Family and Medical Leave Act, 34:2, 55:1 to 55:3, 55:5, 57:2, 57:3, 57:5, 57:11 to 57:14, 59:1, 60:1, 61:1 to 61:3, 62:1, 63:1 to 64:1, 65:1, 76:2, 121:4 to 121:6
 General discussion, 3:11, 10:4
 Job Training Partnership Act, 50:8
 Labor Management Relations Act, 42:1, 49:3, 67:8
 Medical benefits, 67:8, 67:23, 67:36, 67:37, 67:39, 67:53
 Overtime, 3:1, 4:3, 4:5, 4:17, 6:1, 7:1, 10:4, 14:3, 15:8, 15:9, 15:16, 22:6, 34:2, 46:1, 49:1, 49:2, 50:8, 51:1, 55:1, 67:17, 67:45, 75:12, 76:2
 Title VI, 4:4, 110:2
 Uniformed Services Employment and Reemployment Rights Act, 67:60
 Violation, 1:4, 2:4, 3:1, 3:6, 3:9, 3:12, 3:14, 3:16, 4:2, 4:4, 4:5,

NOTICE—Cont'd

4:12, 4:16, 4:18, 4:20, 5:1, 6:1, 6:3 to 6:5, 6:7, 7:1, 8:1 to 9:2, 10:4, 10:7, 14:2, 14:3, 15:5, 15:7 to 15:9, 15:11, 15:16, 15:20, 15:22, 15:24, 18:1, 19:1, 21:2, 21:3, 21:11, 22:6, 22:7, 22:15, 29:1, 29:8, 29:14, 35:1, 37:1, 37:3, 42:1, 46:1, 47:1, 49:1 to 49:4, 50:2, 50:4, 55:1, 55:2, 57:5, 57:12 to 57:14, 59:1, 61:2, 61:3, 63:1 to 64:1, 67:5, 67:8, 67:16, 67:17, 67:19 to 67:21, 67:23, 67:32 to 67:35, 67:37, 67:39 to 67:41, 67:44, 67:45, 67:50, 67:53, 67:60, 67:61, 69:3, 69:4, 70:1, 75:8, 75:10, 75:12, 75:16, 76:2, 76:8, 76:13, 83:1, 90:1, 91:1, 94:1, 96:10, 98:1, 100:4, 105:1, 110:2, 112:14, 114:2, 115:4, 115:12, 117:1, 118:11, 119:1, 119:2, 121:4 to 121:6

NURSES

Compensation, 2:1, 4:5, 6:8, 8:1, 15:9, 35:1, 67:8, 67:20, 67:37, 67:39, 67:45, 67:49, 67:53, 73:2
 State statutes, 67:53

OBJECTIONS

Class actions, 3:18, 67:8, 67:39
 Service of process, 67:38

OBLIGATIONS

Benefits, 4:20, 6:3, 7:1, 12:4, 14:1, 15:8, 15:9, 15:13, 15:16, 18:1, 21:2, 22:1, 22:14, 22:15, 25:9, 26:3 to 26:6, 29:14, 34:1, 49:3, 50:8, 55:1, 61:2, 61:3, 62:1, 63:3, 67:2, 67:5, 67:7, 67:8, 67:15 to 67:17, 67:20, 67:21, 67:23, 67:26, 67:27, 67:30, 67:32, 67:34, 67:36, 67:37, 67:40 to 67:43, 67:45, 67:53, 67:57, 67:58, 67:60, 68:5, 69:4, 70:1, 73:1, 74:3, 75:10, 75:12, 75:14, 76:2, 76:13, 80:4, 80:5, 90:1, 117:2, 118:16
 Department of Transportation, 55:1
 Enforcement, 3:2, 3:4, 3:12, 4:20, 6:3, 7:1, 14:1, 15:8, 15:9,

INDEX

OBLIGATIONS—Cont'd

15:13, 21:2, 22:14, 22:15, 49:3,
49:4, 55:1, 67:2, 67:5, 67:16,
67:17, 67:23, 67:37, 67:41 to
67:43, 67:53, 67:60, 74:3, 76:2,
83:2, 94:1, 111:8, 115:4
Medical records, 63:3, 67:8, 67:45,
67:60
Mental impairments, 67:8
Physical impairments, 67:8
Pregnancy, 3:12, 15:8, 55:1, 61:3,
67:8, 67:20, 67:30, 74:3, 75:14,
76:2
Safe performance, 84:5
Substance abuse, 67:8, 67:20, 76:2,
90:1
Tests, 3:2, 14:1, 15:8 to 67:8, 67:45,
67:60, 76:2, 90:1, 94:1

OBSTRUCTION

National Labor Relations Board, 76:2

OCCUPATIONAL SAFETY AND HEALTH ACT

National Labor Relations Board, 76:2

OFF-DUTY

Unions, 15:9, 15:11, 67:8

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

Conciliation, 109:1, 111:6
Equal Employment Opportunity
Commission, 109:1, 116:1
Freedom of Information Act, 116:1
Rehabilitation Act, 81:1, 84:3, 109:1,
111:5

OFFICERS

Group insurance, 49:1, 67:5, 67:8,
67:45, 67:53, 75:2

OFFICIALS

Railway Labor Act, 67:39

OFFSETS

Disability benefits, 67:8, 67:30,
67:40, 67:49

OHIO

Administrative subpoena, 19:1
Affirmative action plans, 4:3, 8:1

OHIO—Cont'd

Age Discrimination in Employment
Act, 3:11, 3:12, 10:7, 15:3,
15:15, 19:1, 20:5, 20:6, 21:2,
21:9, 22:2, 22:4 to 22:6, 22:10,
117:1, 117:2
Age discrimination, 3:11, 3:12, 4:2,
4:12, 10:7, 15:3, 15:15, 19:1,
20:5, 20:6, 21:2, 21:9, 22:2,
22:4 to 22:6, 22:10, 57:13,
64:1, 67:53, 67:56, 75:10, 76:2,
117:1, 117:2
Agricultural employees, 76:2
Annual reports, 67:5
Appeals, 2:1, 3:9, 3:11, 3:12, 4:2,
4:3, 4:10, 6:1, 6:4, 6:5, 7:1, 8:1
to 10:1, 10:4, 10:7, 15:3, 15:8,
15:11, 15:21, 19:1, 20:5, 21:2,
21:9, 22:4, 22:10, 28:3, 28:4,
34:2, 49:4, 55:1, 55:2, 55:5,
57:12, 57:13, 59:1, 61:3, 62:1,
64:1, 67:8, 67:17, 67:37, 67:38,
67:45, 67:50, 73:2, 75:6, 75:10,
75:14, 76:1, 76:2, 76:4, 98:1,
117:1 to 121:1
Apprentices, 3:9, 4:12, 10:4, 67:53
Assignments, 2:1, 3:11, 3:12, 4:3,
4:12, 6:1, 6:4, 6:5, 7:1, 8:2,
15:8, 15:9, 22:6, 22:10, 34:2,
67:8, 67:23, 67:53, 76:4, 76:8
At-will employment, 15:8, 15:11,
73:1, 73:2, 75:6, 75:7, 75:10,
75:14, 76:1, 76:2, 76:9, 79:3
Certificates, 67:8
Charges, 2:1, 3:11, 3:12, 4:2 to 6:5,
8:1, 8:2, 10:7, 15:5, 15:8, 15:9,
15:21, 19:1, 21:2, 22:6, 22:10,
34:2, 67:5, 67:8, 67:23, 67:37,
67:50, 67:53, 76:2, 76:4, 76:8,
117:1 to 121:1
Citizenship discrimination, 2:1
Compensation, 2:1, 3:9, 3:11, 3:12,
4:3, 4:12, 6:4, 8:1, 8:2, 10:4,
10:7, 15:8, 15:9, 15:11, 15:15,
15:21, 20:5, 20:6, 21:9, 22:6,
29:10, 34:2, 55:1, 57:2, 59:1,
61:3, 64:1, 67:5, 67:8, 67:23,
67:37, 67:38, 67:45, 67:50,
67:53, 67:56, 73:1 to 75:2, 75:6
to 75:8, 75:10, 76:1, 76:2, 76:4,

EMPLOYMENT LAW CHECKLISTS AND FORMS

OHIO—Cont'd

76:8, 76:10, 83:3, 83:7, 117:1 to 121:1

Complaints, 3:9, 4:2, 4:12, 6:1, 6:4, 6:5, 7:1, 8:1, 8:2, 10:7, 15:5, 15:8, 15:9, 15:24, 22:2, 22:4, 22:6, 22:10, 34:2, 55:2, 57:2, 67:8, 67:23, 67:37, 76:2, 76:4, 76:8, 83:8, 117:1

Conciliation, 3:9, 19:1, 21:2, 42:1, 121:1

Conditions of employment, 2:1, 3:9, 3:12, 4:3, 6:4, 6:5, 8:2, 15:9, 22:4, 22:6, 22:10, 59:1, 67:23, 76:1, 79:3, 83:8

Constitutionality, 10:7, 67:17

Costs, 2:1, 3:11, 3:12, 4:3, 4:10, 4:12, 6:1, 6:5, 7:1, 8:2, 10:4, 10:7, 15:8, 15:11, 19:1, 20:5, 21:9, 22:6, 28:3, 34:2, 42:1, 49:4, 55:1, 57:2, 64:1, 67:5, 67:8, 67:9, 67:23, 67:37, 67:38, 67:45, 67:50, 67:53, 75:2, 75:6, 75:7, 76:1 to 121:1

Court proceedings, 15:9, 15:19, 67:38, 76:2

Credits, 4:2, 21:9, 67:5, 67:9, 67:23, 67:37, 67:53, 83:3

Disclosures, 3:12, 8:2, 67:9, 67:23, 76:10, 104:1

Employment practices, 3:11, 3:12, 4:2, 6:1, 7:1, 8:1, 10:4, 15:5, 15:8, 15:9, 22:6, 73:2, 76:1, 83:2, 98:1

Equal pay, 15:3, 28:3 to 29:3, 29:10, 117:1

Evidence, 2:1, 3:9, 3:11, 3:12, 4:2, 4:3, 4:10, 4:12, 6:1, 6:4, 6:5, 7:1, 8:1 to 10:1, 10:3, 10:4, 10:7, 15:4, 15:5, 15:7 to 15:9, 15:11, 15:21, 19:1, 20:5, 21:2, 21:9, 22:2, 22:4 to 22:6, 22:10, 29:3, 29:10, 34:2, 49:4, 55:1, 55:2, 55:5, 57:2, 57:12, 57:13, 59:1, 62:1, 64:1, 67:5, 67:8, 67:9, 67:17, 67:23, 67:37, 67:45, 67:50, 67:53, 67:56, 73:2, 75:2, 75:6 to 75:8, 75:10, 75:14, 76:1, 76:2, 76:4, 76:8 to 76:10, 79:3, 83:5 to 83:8, 83:11,

OHIO—Cont'd

98:1, 101:2, 102:1, 104:1, 117:1 to 121:1

Exemptions, 7:1, 22:4, 49:4, 67:8, 67:17, 75:7, 76:2, 98:1, 101:2, 102:1

Family leave, 55:1, 55:5, 61:3

Fringe benefits, 2:1, 3:11, 4:3, 10:1, 10:4, 10:7, 15:8, 20:5, 21:9, 22:6, 67:8, 67:45, 67:56, 75:2, 117:1, 117:2

Future wages, 21:9, 67:23

Garnishment, 67:50, 67:53, 76:2

Handicapped persons, 83:8

Harassment, 2:1, 3:9, 3:11, 3:12, 4:2, 4:3, 4:12, 6:1, 6:4, 6:5, 7:1, 8:1 to 10:4, 10:7, 15:5, 15:7 to 15:9, 15:11, 15:15, 21:9, 22:2, 22:4, 22:6, 22:10, 34:2, 64:1, 67:50, 73:2, 75:10, 75:14, 76:1, 76:2, 76:4, 76:8, 76:10, 83:6 to 83:8

Health, 2:1, 3:9, 3:12, 4:2, 4:3, 4:12, 6:1, 6:4, 6:5, 7:1, 8:1, 8:2, 10:4, 10:7, 15:5, 15:8, 15:9, 15:11, 15:18, 15:21, 19:1, 20:5, 20:6, 21:2, 21:9, 22:4 to 22:6, 22:10, 29:10, 34:2, 37:5, 37:6, 55:1, 55:2, 55:5, 57:2, 57:6, 57:12, 57:13, 59:1, 61:3, 62:1, 64:1, 67:5, 67:8, 67:9, 67:17, 67:23, 67:37, 67:38, 67:45, 67:50, 67:53, 67:56, 73:2, 74:2, 75:2, 75:6, 75:7, 75:10, 75:14, 76:1, 76:2, 76:4, 76:8 to 76:10, 79:3, 81:1, 83:3, 83:5, 83:7, 83:8, 83:11, 98:2, 117:1 to 121:1

Hearings, 3:11, 6:5, 10:4, 15:5, 15:8, 15:9, 15:11, 15:21

Hiring practices, 3:9, 4:12, 117:1

Holidays, 7:1, 67:8

Investigations, 2:1, 3:12, 6:4, 8:1, 8:2, 10:7, 15:8, 15:9, 22:6, 75:7, 98:1, 101:2, 102:1

Jury duty, 76:2

Layoffs, 15:8, 15:11, 19:1, 20:5, 22:6, 49:4, 67:9, 79:3

Life insurance, 2:1, 4:3, 57:2, 59:1, 67:5, 67:8, 67:9, 67:23, 67:37, 67:45, 67:50, 67:53, 67:55

INDEX

OHIO—Cont'd

Machinery, 4:3, 4:12, 10:1, 55:1, 55:2
Mandatory retirement, 15:8, 19:1, 20:5 to 22:6
Medical benefits, 67:8, 67:23, 67:37, 67:53
Medical examinations, 67:53, 76:10, 83:11
National origin discrimination, 3:12, 8:1
Notice, 2:1, 3:9, 3:11, 3:12, 4:2, 4:3, 4:12, 6:1, 6:4, 6:5, 7:1, 8:1 to 10:4, 10:7, 15:5, 15:7 to 15:9, 15:11, 15:24, 19:1, 21:2, 22:6, 34:2, 42:1, 49:4, 55:1, 55:2, 55:5, 57:2, 57:5, 57:12, 57:13, 59:1, 61:3, 62:1, 64:1, 67:5, 67:8, 67:9, 67:17, 67:23, 67:37, 67:38, 67:45, 67:50, 67:53, 74:2, 75:7, 75:8, 75:10, 76:2, 76:8, 79:3, 98:1, 101:2, 117:1
Overtime pay, 4:3, 6:1, 15:8 to 21:9, 55:1, 76:2
Parental leave, 6:1
Permits, 3:11, 3:12, 6:1, 6:4, 7:1, 8:2, 15:9, 15:11, 20:5, 21:2, 55:1, 57:6, 57:13, 64:1, 67:5, 67:8, 67:23, 67:38, 67:45, 67:53, 75:6, 75:10, 76:2, 98:1
Pregnancy discrimination, 3:12, 4:2, 6:1, 8:1, 10:7, 76:2
Private rights, 76:2
Privileges of employment, 4:3, 20:6, 121:1
Probable cause determination, 4:12, 15:8
Race discrimination, 3:12, 4:2, 4:3, 4:12, 6:1, 6:5, 8:1, 8:2, 15:5, 15:9, 73:1
Religious discrimination, 2:1, 4:3, 7:1
Remedies, 3:11, 3:12, 6:5, 8:1 to 10:1, 10:3, 10:4, 10:7, 15:8, 15:11, 15:15, 15:19, 15:21, 19:1, 21:2, 21:9, 22:2, 22:6, 29:10, 42:1, 55:1, 67:5, 67:17, 67:37, 67:38, 67:45, 67:50, 67:53, 73:1, 73:2, 75:6 to 75:8, 76:1, 76:2, 76:4, 76:8 to 76:10,

OHIO—Cont'd

81:1, 83:2, 83:11, 121:1
Reports, 2:1, 3:12, 4:2, 4:12, 6:4, 6:5, 8:1, 8:2, 15:5, 15:8, 15:9, 15:21, 34:2, 55:2, 67:5, 67:8, 67:23, 67:37, 67:45, 67:50, 75:2, 75:7, 76:2, 76:4
Retention of employees, 2:1
Retirement benefits, 20:5, 20:6, 21:2, 22:6, 67:5, 67:8, 67:23, 67:37, 67:45, 67:53, 67:56, 83:8
Sanctions, 3:9, 3:12, 4:12, 6:5, 7:1, 15:8, 15:9, 67:50, 75:7, 75:10, 117:1
Seniority systems, 20:5
Severance pay, 21:9, 67:5, 67:8, 67:45, 67:56, 75:2, 75:10, 75:14
Sex discrimination, 3:9, 3:11, 3:12, 4:2, 4:3, 4:12, 6:1, 6:4, 6:5, 8:2, 10:7, 15:9, 21:2, 22:10, 29:10, 55:1, 57:13, 76:2, 117:1
Small businesses, 6:5, 67:5, 76:2
State statutes, 15:3, 67:53, 75:10
Students, 2:1, 4:2, 4:3, 6:5, 8:2, 10:1, 15:5, 15:8, 15:9, 15:11, 22:6, 57:2, 67:8, 73:2, 76:2, 83:3, 83:8
Termination of employment, 21:2, 59:1, 67:8, 67:53, 75:10, 76:1 to 104:1
Terms, 2:1, 3:9, 3:11, 4:2, 4:3, 4:12, 6:1, 6:4, 6:5, 7:1, 8:1, 8:2, 15:5, 15:8, 15:9, 15:11, 15:15, 20:5, 20:6, 21:9, 22:4, 22:6, 22:10, 29:3, 34:2, 57:2, 59:1, 64:1, 67:5, 67:8, 67:9, 67:17, 67:23, 67:37, 67:45, 67:50, 67:53, 67:56, 73:2, 74:2, 75:1, 75:2, 75:7, 75:8, 75:10, 75:14, 76:2, 76:4, 76:8 to 76:10, 79:3, 117:1, 121:1
Tools, 4:2, 6:4, 8:1, 8:2, 15:9, 21:9, 22:6, 67:5, 67:17, 67:45, 67:50
Trainees, 4:12
Training programs, 67:5, 67:8, 67:53
Unemployment compensation, 4:12, 8:1, 8:2, 10:4, 15:21, 21:9, 55:1, 67:38, 67:53, 75:10, 76:2
Uniformed service members, 2:1
Union dues, 67:23

OHIO—Cont'd

Vacations, 67:45

Wares, 15:9

OKLAHOMA

Age Discrimination in Employment Act, 15:13, 21:11, 22:2, 22:6, 74:3

Age discrimination, 4:12, 15:13, 21:11, 22:2, 22:6, 67:53, 74:3, 75:10, 76:2

Agency proceedings, 3:1

Assignments, 2:1, 4:3, 4:12, 6:3, 15:8, 15:9, 15:13, 22:6, 34:2, 67:8, 67:53, 76:8

At-will employment, 15:8, 15:11, 15:13, 73:2, 75:10, 76:2

Blacklisting, 8:1, 15:9

Certificates, 67:8

Citizenship discrimination, 2:1

Compensation, 2:1, 3:1, 4:3, 4:5, 4:12, 8:1, 15:8, 15:9, 15:11, 15:16, 22:6, 34:2, 56:1, 67:8, 67:39, 67:45, 67:53, 67:60, 73:2, 74:3, 75:10, 76:2, 76:8

Conciliation, 3:1, 3:6

Conditions of employment, 2:1, 3:14, 4:3, 6:3, 15:9, 22:6

Constitutionality, 15:16, 15:22

Costs, 2:1, 3:14, 4:3, 4:12, 6:3, 15:8, 15:11, 15:16, 15:22, 22:6, 34:2, 67:8, 67:45, 67:53, 67:60, 76:2, 121:9

Court proceedings, 15:9, 76:2

Credits, 67:53

Dispute, 2:1, 3:1, 3:14, 4:3, 4:5, 4:12, 6:3, 15:8, 15:9, 15:11, 15:22, 22:6, 34:2, 67:8, 67:39, 67:45, 67:53, 67:60, 75:10, 76:2, 76:8

Employment practices, 4:5, 8:1, 15:5, 15:8, 15:9, 15:13, 22:6, 73:2

Equal pay, 29:9, 74:3

Evidence, 2:1, 3:1, 3:6, 3:14, 4:3, 4:5, 4:12, 6:3, 8:1, 10:3, 15:5, 15:8, 15:9, 15:11, 15:13, 15:16, 15:22, 21:11, 22:2, 22:6, 34:2, 56:1, 67:8, 67:39, 67:45, 67:53,

OKLAHOMA—Cont'd

67:60, 73:2, 74:3, 75:10, 76:2, 76:8

Exemptions, 15:13, 67:8, 67:60, 76:2

Fringe benefits, 2:1, 3:1, 4:3, 15:8, 15:13, 15:16, 22:6, 67:8, 67:45

Garnishment, 67:53, 76:2

Harassment, 2:1, 3:1, 3:6, 3:14, 4:3, 4:5, 4:12, 6:3, 8:1, 10:3, 15:5, 15:8, 15:9, 15:11, 15:13, 15:16, 15:22, 22:2, 22:6, 34:2, 73:2, 75:10, 76:2, 76:8

Health, 2:1, 3:1, 3:14, 4:3, 4:5, 4:12, 6:3, 8:1, 15:5, 15:8, 15:9, 15:11, 15:13, 15:16, 15:22, 22:6, 34:2, 56:1, 67:8, 67:39, 67:45, 67:53, 67:60, 73:2, 75:10, 76:2, 76:8

Hearings, 15:5, 15:8, 15:9, 15:11, 15:13

Hiring practices, 4:12

Holidays, 67:8

Investigations, 2:1, 4:5, 6:3, 8:1, 15:8, 15:9, 15:13, 15:22, 22:6

Jury duty, 76:2

Life insurance, 2:1, 4:3, 6:3, 67:8, 67:39, 67:45, 67:53, 67:60

Mandatory retirement, 15:8, 15:13, 22:6

Medical benefits, 67:8, 67:39, 67:53

Medical examinations, 67:53

National origin discrimination, 3:1, 8:1

Notice, 2:1, 3:1, 3:6, 3:14, 4:3, 4:5, 4:12, 6:3, 8:1, 10:3, 15:5, 15:8, 15:9, 15:11, 15:16, 15:22, 21:11, 22:6, 34:2, 67:8, 67:39, 67:45, 67:53, 67:60, 75:10, 76:2, 76:8

Overtime pay, 4:3, 15:8, 15:9, 76:2

Permits, 3:1, 6:3, 15:9, 15:11, 67:8, 67:39, 67:45, 67:53, 67:60, 74:3, 75:10, 76:2, 121:9

Physical examinations, 67:8

Physical fitness, 3:14

Pregnancy discrimination, 4:5, 8:1, 76:2

Privileges of employment, 4:3

Race discrimination, 3:1, 3:14, 4:3, 4:5, 4:12, 8:1, 15:5, 15:9, 15:13, 15:16, 15:22

INDEX

OKLAHOMA—Cont'd

Religious discrimination, 2:1, 4:3
Remedies, 3:1, 3:6, 3:14, 6:3, 8:1,
10:3, 15:8, 15:11, 15:13, 15:16,
22:2, 22:6, 67:39, 67:45, 67:53,
67:60, 73:2, 75:9, 76:2, 76:8,
121:9
Reports, 2:1, 3:1, 3:14, 4:5, 4:12,
6:3, 8:1, 15:5, 15:8, 15:9,
15:22, 34:2, 67:8, 67:45, 76:2
Retaliation, 2:1, 3:1, 3:6, 3:14, 4:3,
4:5, 4:12, 6:3, 8:1, 10:3, 15:5,
15:8, 15:9, 15:11, 15:13, 15:16,
15:22, 21:11, 22:2, 22:6, 67:53,
73:2, 74:3, 75:10, 76:2, 76:8,
121:9
Retention of employees, 2:1
Sanctions, 4:5, 4:12, 6:3, 15:8, 15:9,
15:16, 21:11, 67:39, 75:10
Seniority systems, 3:1
Sex discrimination, 3:1, 3:14, 4:3,
4:5, 4:12, 6:3, 15:9, 15:13,
15:16, 15:22, 76:2
State statutes, 67:53, 75:10
Termination of employment, 67:8,
67:53, 74:3, 75:10, 76:2
Terms, 2:1, 3:1, 3:14, 4:3, 4:5, 4:12,
6:3, 8:1, 15:5, 15:8, 15:9, 15:11,
15:22, 21:11, 22:6, 34:2, 67:8,
67:39, 67:45, 67:53, 67:60,
73:2, 74:3, 75:10, 76:2, 76:8
Training programs, 67:8, 67:53
Unemployment compensation, 4:12,
8:1, 67:53, 75:10, 76:2
Vacations, 67:45, 67:60

OLDER WORKERS BENEFIT PROTECTION ACT

Age Discrimination in Employment
Act, 22:14, 26:11, 26:12
Releases, 22:14, 26:11, 26:12
Severance pay, 26:11

OPERATING UNITS

Worker Adjustment and Retraining
Notification Act, 46:1, 47:3,
51:1

OPERATIONS

Labor Management Relations Act,
49:3, 67:8

OPERATIONS—Cont'd

National Labor Relations Act, 7:1,
67:5, 67:60

OPINIONS

Unions, 14:3, 15:9, 67:8, 67:41,
102:2, 108:1

OREGON

Age Discrimination in Employment
Act, 15:13
Age discrimination, 15:13, 76:2
Assignments, 7:2, 14:3, 15:8, 15:9,
15:13, 29:2, 67:8, 67:40, 76:8
At-will employment, 15:8, 15:13,
76:2
Blacklisting, 15:9
Certificates, 67:8
Charity, 15:9
Collective bargaining agreement,
14:3, 15:8, 15:10, 67:8, 67:40,
67:45, 67:47, 76:2, 76:8
Compensation, 14:3, 15:2, 15:8,
15:9, 29:2, 29:7, 29:14, 67:8,
67:21, 67:40, 67:45, 67:47,
76:2, 76:8
Conditions of employment, 14:3,
15:9
Constitutionality, 14:3
Court proceedings, 15:9, 76:2
Credits, 67:21, 67:40
Employment practices, 15:8, 15:9,
15:13
Evidence, 14:3, 15:2, 15:8, 15:9,
15:13, 29:2, 29:7, 29:14, 67:8,
67:21, 67:40, 67:45, 76:2, 76:8
Exemptions, 15:13, 67:8, 67:21,
67:40, 76:2
Fringe benefits, 15:8, 15:13, 67:8,
67:45
Garnishment, 67:40, 76:2
Harassment, 7:2, 14:3, 15:8, 15:9,
15:13, 76:2, 76:8
Health, 7:2, 14:3, 15:2, 15:8, 15:9,
15:13, 29:7, 29:14, 67:8, 67:21,
67:40, 67:45, 67:47, 76:2, 76:8
Hearings, 15:8, 15:9, 15:13
Holidays, 7:2, 67:8
Investigations, 15:8, 15:9, 15:13
Job assignments, 14:3, 29:2

OREGON—Cont'd

Judicial remedies, 15:2
 Jury duty, 76:2
 Layoffs, 14:3, 15:8
 Life insurance, 67:8, 67:21, 67:40, 67:45, 67:47
 Mandatory retirement, 15:8, 15:13
 Marital status, 67:8
 Medical benefits, 67:8
 Mills, 15:9
 National origin discrimination, 14:3
 Notice, 14:3, 15:8, 15:9, 29:14, 67:8, 67:21, 67:40, 67:45, 76:2, 76:8
 Overtime pay, 15:8, 15:9, 76:2
 Parental leave, 15:13
 Permits, 15:9, 67:8, 67:40, 67:45, 76:2
 Pregnancy discrimination, 76:2
 Privacy, 15:8, 15:13, 67:8, 76:2, 76:8
 Private rights, 76:2
 Privileges of employment, 14:3
 Race discrimination, 14:3, 15:9, 15:13
 Religious discrimination, 7:2, 15:10
 Remedies, 15:2, 15:8, 15:13, 67:40, 67:45, 67:47, 76:2, 76:8
 Reports, 14:3, 15:8 to 67:8, 67:45, 76:2
 Retaliation, 14:3, 15:8, 15:9, 15:13, 29:14, 67:40, 67:47, 76:2, 76:8
 Retirement benefits, 67:8, 67:40, 67:45
 Sanctions, 15:8, 15:9
 Seniority systems, 7:2
 Sex discrimination, 15:9, 15:13, 29:2, 29:7, 76:2
 Sick leave, 15:8, 15:13
 Strikes, 14:3, 15:9, 67:8, 76:2
 Students, 14:3, 15:8, 15:9, 15:13, 29:7, 67:8, 76:2
 Termination of employment, 67:8, 76:2
 Terms, 14:3, 15:8 to 67:8, 67:21, 67:40, 67:45, 67:47, 76:2, 76:8
 Training programs, 67:8
 Transfers, 15:9, 67:40, 67:45
 Unemployment compensation, 76:2
 Union dues, 15:13

OREGON—Cont'd

Workplace safety, 15:9

ORGANIZATIONS

Federal employment, 2:1, 4:5

ORGANIZING

Access, 15:9, 15:11, 76:2
 Agricultural employees, 76:2
 Buttons, 15:9
 Confidential employees, 15:22
 Contract provisions, 76:2
 Demotions, 15:11, 15:22
 Discharge, 8:1, 15:9, 15:11, 15:22, 67:5, 74:3, 75:10, 75:15, 76:2
 Discipline, 8:1, 15:9, 15:11, 15:22, 74:3, 75:10, 76:2
 Discrimination, 8:1, 15:9, 15:11, 15:22, 67:5, 74:3, 75:10, 76:2
 Election campaign, 15:9, 15:11, 15:22
 Enforcement, 8:1, 15:9, 15:11, 15:22, 67:5, 74:3, 75:15, 76:2
 Exceptions, 67:5, 76:2
 Favoritism, 8:1, 15:9, 15:11
 Filing charges, 8:1
 Independent contractors, 15:9, 15:11, 15:22, 67:5, 76:2
 Joint employers, 67:5
 Layoff, 15:11, 67:5, 75:10
 Literature, 15:9, 76:2
 Litigation, 8:1, 15:9, 15:11, 15:22, 67:5, 75:10, 76:2
 Managerial employees, 75:10
 National Labor Relations Board, 76:2
 Organizer, 76:2
 Remedies, 8:1, 15:11, 67:5, 76:2
 Retaliation, 8:1, 15:9, 15:11, 15:22, 74:3, 75:10, 76:2
 Safety, 15:9, 15:11, 15:22, 75:10, 76:2
 Signs, 15:9, 15:22
 Solicitation, 15:9
 Temporary workers, 15:11, 15:22
 Threats, 15:9, 15:22
 Transfers, 15:9
 Waiver, 15:22, 76:2
 Witnesses, 15:9, 15:22, 76:2

INDEX

OVERTIME PAY

Aircraft, 76:2
Bonuses, 15:9, 21:9
Books, 15:8, 15:9
Clothes, 6:1
Collective bargaining agreements, 15:8
Commissions, 76:2
Contract, 4:3, 6:1, 15:8 to 21:9, 46:1, 76:2
Custom, 15:8
Enterprise, 6:1, 21:9, 76:2
Equipment, 4:3, 15:8, 15:9, 46:1, 76:2
Exempt, 15:8, 76:2
Expenses, 15:8, 21:9, 46:1
Family and Medical Leave Act, 55:1, 76:2
Grievances, 4:3, 15:8, 15:9
Holidays, 46:1
Machinery, 4:3, 55:1
Meetings, 4:3, 6:1, 15:8, 15:9, 76:2
Reporting pay, 15:9
Severance pay, 21:9, 46:1
Sick leave, 4:3, 6:1, 15:8
State law, 6:1, 15:8 to 21:9, 76:2
Tips, 4:3, 46:1
Tools, 15:9, 21:9
Vacation, 4:3, 6:1, 15:8, 46:1, 76:2

PANELS

Collective bargaining agreements, 22:15

PARENTS

National Labor Relations Act, 7:1

PART-TIME EMPLOYEES

Employment practices, 6:1

PARTICIPATION

Collective bargaining agreements, 15:8, 22:15, 67:5, 67:8, 67:17, 67:19
Railway Labor Act, 4:20, 67:39, 67:53
Retaliation, 1:1, 3:1, 3:9, 3:16, 3:18, 4:2, 4:4, 4:5, 4:12, 6:3, 8:1, 8:2, 10:6, 14:3, 15:8, 15:9, 15:11 to 15:13, 21:8, 22:2, 22:6, 22:10,

PARTICIPATION—Cont'd

26:6, 34:1, 57:12, 67:40, 67:53, 75:10, 76:2, 83:11, 121:1

PARTIES

Age Discrimination in Employment Act, 3:11, 3:12, 4:16, 10:7, 19:1 to 20:1, 21:1, 21:3, 21:4, 21:6, 21:9, 21:12, 22:6, 22:14, 22:15, 23:4, 25:12, 26:3, 26:5, 26:10 to 26:12, 74:3, 75:5, 75:17, 117:1, 117:2, 118:5
Complaints, 3:1, 3:9, 3:14, 3:16, 3:18, 4:4, 4:5, 4:12, 4:16, 4:18, 4:20, 4:21, 5:1, 6:3 to 6:5, 7:1, 8:1, 8:2, 10:7, 14:3, 15:8, 15:9, 15:22, 15:24, 21:3, 21:6, 22:6, 26:10, 26:11, 29:14, 34:2, 35:1, 67:8, 67:15, 67:23, 67:37, 67:39, 67:49, 75:17, 76:2, 76:4, 109:1, 117:1
Employee morale, 7:1, 79:3
Equal Access to Justice Act, 67:50, 105:6, 117:1, 117:2
General discussion, 3:11
Group insurance, 67:5, 67:8, 67:45, 67:53, 75:2
Polygraph tests, 98:1, 103:1
Standing to sue, 3:9, 14:3, 67:40, 67:54, 67:61, 98:1
Title VII actions, 4:21

PATTERNS

Unions, 67:5

PAYROLL

National Labor Relations Board, 76:2
Unions, 15:9, 15:11, 67:5, 67:8, 67:15, 67:16, 67:41, 75:10, 121:1

PENALTIES

Agricultural employees, 76:2
Collective bargaining agreements, 15:8, 67:5, 67:8
Family and Medical Leave Act, 63:2, 76:2
Federal employment, 4:3, 4:5
Health maintenance organizations, 67:53

PENALTIES—Cont'd

Worker Adjustment and Retraining
Notification Act, 49:2, 49:3,
50:7, 67:8

PENNSYLVANIA

Affirmative action plans, 4:3, 8:1
Age Discrimination in Employment
Act, 3:12, 15:3, 20:1, 20:7,
21:2, 21:8, 21:11, 22:8, 22:15,
74:3, 117:2
Age discrimination, 3:12, 4:2, 4:4,
15:3, 20:1, 20:7, 21:2, 21:8,
21:11, 22:8, 22:15, 74:3, 75:10,
117:2, 118:11, 120:4
Agency proceedings, 3:1
Answers, 3:1, 3:12, 3:16, 4:4, 4:5,
15:8, 21:11, 67:8, 67:40, 67:45,
118:11
Assignments, 2:1, 3:12, 3:16, 4:3,
4:8, 4:17, 6:3, 6:5, 7:1, 8:2,
14:3, 15:8 to 22:8, 67:8, 67:23,
67:40, 76:8
At-will employment, 3:16, 15:8,
15:11, 73:2, 75:10
Benefit plans, 20:1, 20:7, 67:8,
67:20, 67:21, 67:23, 67:40,
67:41, 67:45, 75:10
Certificates, 67:8, 67:20
Citizenship discrimination, 2:1
Color discrimination, 5:1
Compensation, 2:1, 3:1, 3:12, 3:16,
4:3 to 4:5, 4:17, 4:18, 8:1, 8:2,
10:4, 14:3, 15:8, 15:9, 15:11,
15:16, 20:1, 22:15, 28:2, 61:3,
67:8, 67:20, 67:21, 67:23,
67:37, 67:39 to 67:41, 67:45,
67:50, 67:60, 73:2, 74:3, 75:10,
76:8, 117:2, 118:8, 118:11,
120:4, 121:1
Complaints, 3:1, 3:16, 4:2, 4:4, 4:5,
4:17, 4:18, 5:1, 6:3, 6:5, 7:1,
8:1 to 10:2, 14:3, 15:8, 15:9,
15:16, 22:8, 67:8, 67:23, 67:37,
67:39, 76:8
Conciliation, 3:1, 21:2, 22:8, 121:1
Conditions of employment, 2:1, 3:12,
3:16, 4:3, 4:17, 5:1, 6:3, 6:5,
8:2, 14:3, 15:9, 67:23
Constitutionality, 14:3, 15:16, 67:17
Court proceedings, 15:9, 15:23

PENNSYLVANIA—Cont'd

Credits, 4:2, 67:21, 67:23, 67:37,
67:40, 67:41
Death of employee, 21:8
Disclosures, 3:12, 8:2, 21:11, 67:20,
67:23, 67:41, 67:59, 118:11
Employment agencies, 4:8
Employment practices, 3:12, 3:16,
4:2, 4:5, 4:8, 7:1, 8:1, 10:4,
15:8, 15:9, 73:2, 83:1, 118:8
Equal pay, 3:16, 4:4, 4:17, 4:18,
15:3, 28:2, 29:8, 74:3, 118:8
Evidence, 2:1, 3:1, 3:12, 3:16, 4:2 to
4:5, 4:8, 4:10, 4:17, 4:18, 5:1,
6:3, 6:5, 7:1, 8:1 to 10:2, 10:4,
14:3, 15:8, 15:9, 15:11, 15:16,
15:23, 20:1, 21:2, 21:8, 21:11,
22:8, 28:2, 55:5, 62:1, 67:8,
67:17, 67:20, 67:21, 67:23,
67:37, 67:39 to 67:41, 67:45,
67:50, 67:59, 67:60, 73:2, 74:3,
75:10, 76:8, 83:6, 83:11, 117:2
to 118:2, 118:8, 118:9, 118:11,
118:12, 120:4, 121:1, 121:3
Exemptions, 7:1, 20:1, 21:8, 67:8,
67:17, 67:21, 67:40, 67:60
Family leave, 55:5, 61:3
Fringe benefits, 2:1, 3:1, 4:3, 10:4,
15:8, 15:16, 21:8, 67:8, 67:45,
83:1, 117:2
Garnishment, 67:40, 67:50
Handicapped persons, 83:1
Harassment, 2:1, 3:1, 3:12, 3:16, 4:2
to 4:5, 4:17, 4:18, 5:1, 6:3, 6:5,
7:1, 8:1 to 10:2, 10:4, 14:3,
15:8, 15:9, 15:11, 15:16, 15:23,
21:8, 22:8, 67:50, 73:2, 75:10,
76:8, 83:6, 118:2, 118:8, 118:11
Hearings, 6:5, 10:4, 15:8, 15:9,
15:11, 118:8
Holidays, 7:1, 67:8
Investigations, 2:1, 3:12, 4:5, 6:3,
8:1, 8:2, 15:8, 15:9
Life insurance, 2:1, 4:3, 6:3, 67:8,
67:20, 67:21, 67:23, 67:37,
67:39 to 67:41, 67:45, 67:50,
67:60
Mandatory retirement, 15:8, 20:1,
21:8, 22:8
Medical benefits, 67:8, 67:23, 67:37,
67:39

INDEX

PENNSYLVANIA—Cont'd

Minimum wages, 28:2
National origin discrimination, 3:1, 3:12, 4:4, 5:1, 8:1, 14:3
Notice, 2:1, 3:1, 3:12, 3:16, 4:2 to 4:5, 4:17, 4:18, 5:1, 6:3, 6:5, 7:1, 8:1, 8:2, 10:4, 14:3, 15:8, 15:9, 15:11, 15:16, 21:2, 21:11, 22:15, 29:8, 55:5, 61:3, 62:1, 67:8, 67:17, 67:20, 67:21, 67:23, 67:37, 67:39 to 67:41, 67:45, 67:50, 67:60, 75:10, 76:8, 83:1, 118:2, 118:11
Overtime pay, 4:3, 15:8, 15:9
Permits, 3:1, 3:12, 3:16, 6:3, 7:1, 8:2, 15:9, 15:11, 20:1, 21:2, 21:8, 22:8, 67:8, 67:20, 67:23, 67:39, 67:40, 67:45, 67:60, 74:3, 75:10, 117:3
Pregnancy discrimination, 3:12, 4:2, 4:5, 4:17, 8:1
Privileges of employment, 4:3, 14:3, 121:1
Probable cause determination, 15:8
Race discrimination, 3:1, 3:12, 3:16, 4:2 to 6:5, 8:1 to 14:3, 15:9, 15:16
Religious discrimination, 2:1, 4:3, 7:1, 20:1
Remedies, 3:1, 3:12, 4:4, 4:17, 4:18, 6:3, 6:5, 8:1 to 10:2, 10:4, 15:8, 15:11, 15:16, 21:2, 29:8, 67:17, 67:20, 67:37, 67:39 to 67:41, 67:45, 67:50, 67:60, 73:2, 76:8, 83:1, 83:11, 121:1
Reports, 2:1, 3:1, 3:12, 4:2, 4:4, 4:5, 5:1, 6:3, 6:5, 8:1 to 14:3, 15:8, 15:9, 28:2, 67:8, 67:20, 67:23, 67:37, 67:41, 67:45, 67:50, 118:8
Retention of employees, 2:1
Sanctions, 3:12, 4:5, 6:3, 6:5, 7:1, 15:8, 15:9, 15:16, 21:11, 22:8, 67:39, 67:50, 75:10, 118:8, 118:11
Savings, 4:4, 4:5, 4:10, 15:11, 15:16, 21:8, 67:8, 67:20, 67:21, 67:23, 67:37, 67:40, 67:41, 67:45, 67:50
Severance pay, 67:8, 67:45, 67:60, 75:10

PENNSYLVANIA—Cont'd

Sex discrimination, 3:1, 3:12, 4:2 to 4:5, 4:17, 4:18, 6:3, 6:5, 8:2, 15:9, 15:16, 21:2, 29:8
Sick leave, 4:3, 4:5, 4:17, 6:3, 8:2, 15:8, 15:11, 67:50, 83:1, 83:11
State statutes, 15:3, 67:41, 75:10
Students, 2:1, 3:1, 4:2 to 6:5, 8:2, 14:3, 15:8, 15:9, 15:11, 20:1, 67:8, 73:2
Termination of employment, 21:2, 67:8, 74:3, 75:10
Terms, 2:1, 3:1, 4:2 to 4:5, 4:17, 5:1, 6:3, 6:5, 7:1, 8:1 to 14:3, 15:8, 15:9, 15:11, 20:1, 21:11, 22:8, 22:15, 67:8, 67:17, 67:20, 67:21, 67:23, 67:37, 67:39 to 67:41, 67:45, 67:50, 67:60, 73:2, 74:3, 75:10, 76:8, 117:3, 118:2, 118:11, 121:1, 121:3
Time off, 3:12, 4:17, 6:3, 7:1, 10:4, 73:2
Training programs, 67:8
Unemployment compensation, 4:18, 8:1, 8:2, 10:4, 22:15, 75:10
Vacations, 67:45, 67:60

PENSION BENEFIT GUARANTY CORPORATION

Coverage, 67:5, 67:7, 67:13, 67:16, 67:23, 67:34, 67:50
Enforcement, 67:2, 67:4, 67:5, 67:16, 67:17, 67:23, 67:50
Exceptions, 67:4, 67:5, 67:13, 67:34
Mergers, 67:17
Multiemployer plans, 66:5, 67:2, 67:17
Termination of plan, 67:13, 67:16

PENSIONS

Arbitration, 57:2, 67:17, 67:23, 67:50
Breach of fiduciary duty, 67:5, 67:10, 67:23, 67:30, 67:50
Break-in-service rule, 67:30
COBRA, 67:50
Deferred compensation plans, 6:7
Defined benefit plans, 67:30
Defined contribution plans, 67:7
Disclosure requirements, 67:23

PENSIONS—Cont'd

Discrimination, **6:7, 21:9, 67:5, 67:15, 67:50, 67:56**
 Distributions, **67:5**
 Fiduciary responsibility, **67:5, 67:7**
 Forfeitures, **67:30**
 Integration, **67:7, 67:30**
 Lifetime benefits, **67:23**
 Loans, **67:5, 67:23**
 Protections, **67:5**
 Remedies, **21:9, 67:5, 67:17, 67:50**
 Retirement plans, **67:10**
 Subsidy, **67:5, 67:56**
 Summary plan, **67:5, 67:23, 67:50**
 Suspension of benefits, **67:23, 67:30**
 Terminations, **67:30**
 Types of plans, **67:7**
 Venue, **67:50**
 Vesting, **67:2, 67:5, 67:7, 67:15, 67:17, 67:30**
 Year of service, **67:30**

PERFORMANCE

Labor Management Relations Act, **67:8**
 National Labor Relations Act, **7:1, 67:5, 76:1, 76:9**

PERJURY

At-will employment, **76:2**

PERSONAL LEAVE

Work rules, **4:4**

PERSONAL SERVICES

Benefits, **67:21, 75:15**

PERSONALITY

Discipline, **4:2, 4:4, 4:5, 4:12, 5:1, 6:3, 7:1, 8:1, 8:2, 10:7, 12:5, 14:3, 15:9, 18:5, 22:7, 26:7, 68:6, 75:12, 76:2, 76:9, 80:6**
 Termination of employment, **22:7, 67:8, 76:2**

PERSONNEL MANUAL

Absence, **15:8, 73:1, 75:10**
 Abuse, **15:8**
 Acknowledgment, **73:1, 75:10, 75:16**
 Adequate consideration, **75:16**
 Administration, **15:8, 75:10**

PERSONNEL MANUAL—Cont'd

Advertising, **15:8, 73:1, 75:16**
 Age, **15:8, 75:10, 80:6**
 Agencies, **15:8, 53:1**
 Agreements, **15:8**
 Aid, **75:10**
 Aids, **15:8**

PHARMACISTS

Compensation, **4:4, 34:1, 35:1, 67:60, 75:6, 75:8, 76:2**
 National Labor Relations Act, **67:60**

PHILOSOPHY

Compensation, **2:1, 67:23, 75:10**

PHYSICAL THERAPY

Medical benefits, **67:8, 67:23**

PICKERING BALANCING TEST

Employment practices, **15:9**

PILOTS

Mandatory retirement, **20:2, 20:5, 22:6, 22:7, 22:12**

PLANS

Collective bargaining agreements, **15:14, 63:4, 67:3, 67:5, 67:8, 67:16, 67:17, 67:19, 67:23, 67:58, 71:1**

PLANT CLOSINGS

Age Discrimination in Employment Act, **50:8**
 Connecticut, **47:4**
 Employee Retirement Income Security Act, **50:8**
 Illinois, **49:3**
 Maine, **47:4**
 Maryland, **47:4**
 Massachusetts, **47:4**
 Michigan, **47:4, 50:17**
 New York, **46:1**
 Terms, **46:1**
 Unions, **47:4**
 Wisconsin, **47:4**

PLEADINGS

Agricultural employees, **76:2**
 Railway Labor Act, **67:53**

INDEX

PLEADINGS—Cont'd

Title VII, 3:1, 3:9, 3:12, 3:14, 4:2,
4:6, 4:18, 10:6, 14:2, 15:22,
16:1, 29:8, 67:5, 67:10, 67:50,
67:53, 76:2, 119:1

POLICYMAKERS

At-will employment, 15:11

POLITICAL BELIEFS

At-will employment, 15:11

POLYGRAPH TESTS

Access to property, 107:1
Economic loss or injury, 98:1 to
99:2, 103:1, 107:1, 108:3
Hiring, 99:2
Injunctions, 98:2
Inspections, 100:4
Investigations, 98:1, 100:4
Lie detector, 98:1 to 100:1, 103:1
Notice, 98:1, 99:2, 100:4, 103:1,
107:1, 108:3
Parties, 98:1, 103:1
Polygraph, 98:1 to 99:2, 100:1,
100:4, 101:3, 101:4, 103:1,
107:1, 108:2, 108:3
Record keeping, 103:1
State laws, 100:4
Subpoenas, 100:4
Technical assistance, 100:4

POSTING

Unions, 15:9

POSTPONEMENT

Worker Adjustment and Retraining
Notification Act, 50:18

POWER

Statistics, 3:9, 3:16, 4:8, 4:10, 14:3,
15:5, 15:9, 22:6 to 22:9, 34:2,
67:8

POWERS OF APPOINTMENT

Life insurance, 57:2

PREDICTIONS

Unions, 15:9, 67:17, 67:41

PREEMPTION

Antidiscrimination laws, 2:1, 3:9

PREEMPTION—Cont'd

Employee Retirement Income Secu-
rity Act, 66:9, 67:8, 67:15,
67:34, 67:38 to 67:40, 67:42,
67:44, 67:45, 67:50 to 67:55,
67:60, 67:61
First Amendment, 2:1, 3:9, 15:10,
15:19, 20:2, 67:60, 76:2
Health care reform, 67:8
Labor Management Relations Act,
42:1, 67:8
Malpractice, 67:45, 67:53, 76:4
Medical benefits, 67:8, 67:15, 67:39,
67:53
National Labor Relations Act, 67:60,
76:1, 76:9
Plan, 3:9, 42:1, 67:8, 67:15, 67:34,
67:38 to 67:40, 67:42, 67:44,
67:45, 67:50 to 67:55, 67:60,
67:61, 76:1, 76:4
Plans, 67:8, 67:15, 67:34, 67:38 to
67:40, 67:42, 67:44, 67:45,
67:50 to 67:54, 67:60, 67:61
Prevailing wage laws, 67:44, 67:53
Railway Labor Act, 67:39, 67:53
Securities laws, 67:60
State law, 2:1, 3:9, 15:19, 20:2,
67:15, 67:34, 67:39, 67:40,
67:42, 67:45, 67:50, 67:53 to
67:55, 67:60, 67:61, 76:1, 76:2
Taxation, 67:34, 67:53, 76:2
Vacations, 67:45, 67:60

PREGNANCY

Medical benefits, 67:8

PREJUDGMENT INTEREST

Backpay, 10:4, 21:9, 118:10
Labor Management Relations Act,
49:3

PREJUDICE

Unions, 10:7, 15:9, 67:8, 67:40,
121:1

PREMIUMS

Family and Medical Leave Act, 58:1,
61:2, 65:1, 76:2
Life insurance, 58:1, 65:1, 67:5,
67:8, 67:9, 67:20, 67:21, 67:23,
67:34, 67:36, 67:37, 67:39,

PREMIUMS—Cont'd

67:40, 67:43, 67:45, 67:50,
67:53, 67:60, 67:61, 69:4, 75:17

PREPARATION

Collective bargaining agreements,
15:8, 67:8

PRESCRIPTION DRUGS

Medical benefits, 67:53

PRESENTATION

Collective bargaining agreements,
67:8, 67:17
Unions, 4:11, 10:7, 15:9, 67:8, 67:17

PRETEXT

Age Discrimination in Employment
Act, 3:12, 10:7, 21:3, 21:6,
21:11 to 21:13, 22:2, 22:4 to
22:10, 22:15, 118:5
Promotions, 3:9, 4:2, 4:3, 4:5, 4:8,
4:11, 4:12, 4:18, 8:2, 14:3, 15:9,
15:11, 21:3, 22:2, 22:4, 22:6,
22:7, 22:9, 118:8
Retaliation, 2:1, 3:9, 3:12, 3:14,
3:16, 3:18, 4:2 to 4:5, 4:12,
4:18, 6:1, 6:3, 7:1, 8:1 to 9:1,
10:7, 14:3, 15:9, 15:11, 15:21,
15:22, 21:3, 21:6, 21:11, 22:2,
22:6 to 22:8, 22:10, 34:1, 35:1,
55:2, 57:12 to 67:15, 75:10,
76:2, 83:8, 118:5, 118:8, 121:1

PREVAILING PARTIES

Equal Access to Justice Act, 117:2

PREVAILING WAGES

Preemption, 67:53

PREVENTION

Unions, 15:14, 67:41, 75:10

PRICE-FIXING

At-will employment, 76:2

PRIMA FACIE CASE

Age discrimination, 1:5, 3:11, 3:12,
4:2, 4:4, 4:12, 4:20, 19:1, 20:1,
20:5, 21:6, 21:11 to 21:13, 22:2,
22:4, 22:6 to 22:10, 35:1,
57:13, 64:1, 67:15, 76:2, 118:5
Basis of sex, 6:1, 6:4, 28:2, 29:1,
30:2

PRIMA FACIE CASE—Cont'd

Circumstantial case, 19:1, 22:4
Disability discrimination, 3:12, 3:16,
4:4, 34:1 to 35:1, 83:8, 83:11,
121:1
Discipline, 2:1, 3:9, 4:2 to 4:5, 4:12,
5:1, 7:1, 8:2, 14:3, 22:2, 22:6 to
22:8, 22:10, 57:13, 64:1, 76:2,
76:9
Disparate treatment, 1:2, 3:5, 3:11,
3:14, 3:18, 4:3, 4:5, 4:6, 4:12,
5:1, 6:1, 6:4, 7:1, 8:2, 14:3,
20:5, 22:7 to 22:10, 35:1, 83:8,
121:1
Education, 2:1, 3:14, 3:16, 4:4, 4:5,
4:12, 6:1, 14:3, 20:1, 20:5, 22:6
to 22:8, 22:10, 29:3, 29:6, 29:7,
29:10, 30:2, 34:1 to 35:1, 57:2,
73:2, 76:2, 83:8, 118:5
Equal Pay Act, 1:5, 3:16, 4:4, 27:1,
28:2, 29:1 to 29:3, 29:6, 29:7,
29:10, 29:14, 30:2, 118:5
Equal work, 27:1, 28:2, 29:1 to 29:3,
29:6, 29:7, 29:10, 29:14, 30:2
Establishment, 2:1, 4:3, 7:1, 27:1,
28:2, 29:1, 29:7, 30:2, 67:5,
76:9
Hiring, 1:2, 2:1, 3:9, 3:11, 3:12,
3:14, 3:16, 4:2 to 4:5, 4:9, 4:10,
4:12, 4:19, 5:1, 6:1, 7:1, 8:2,
14:3, 19:1, 20:1, 20:5, 22:4,
22:6 to 22:10, 29:6, 29:14, 34:1
to 35:1, 37:1, 57:13, 67:5,
67:15, 73:2, 76:2, 76:13, 83:11,
118:5
Hostile environment, 1:2, 3:9, 3:11,
3:12, 3:14, 3:16, 4:2, 4:4 to 4:6,
4:12, 5:1, 6:1, 6:4, 7:1, 8:2,
14:3, 22:2, 22:4, 22:6, 76:2
Presumption, 2:1, 3:12, 3:14, 3:18,
4:2 to 4:4, 7:1, 19:1, 20:1, 22:6,
22:7, 64:1, 67:5, 67:15, 76:2,
83:9, 83:11, 121:1
Rebuttal, 3:9, 3:16, 4:2 to 4:4, 4:12,
6:1, 7:1, 8:2, 14:3, 22:6 to 22:9,
118:5
Rehabilitation Act, 34:1 to 35:1,
76:2, 83:8, 83:9, 83:11
Retaliation, 1:2, 1:5, 2:1, 3:9, 3:12,
3:14, 3:16, 3:18, 4:2 to 4:5, 4:9,
4:12, 5:1, 6:1, 7:1, 8:2, 14:3,

INDEX

PRIMA FACIE CASE—Cont'd

- 15:24, 19:1, 21:6, 21:11, 22:2, 22:6 to 22:8, 22:10, 29:1, 29:14, 34:1, 35:1, 55:2, 57:2, 57:12, 57:13, 64:1, 67:15, 73:2, 76:2, 83:8, 83:11, 118:5, 121:1
- Section 1981, 3:12, 3:14, 3:16, 4:2, 4:5, 4:12, 5:1, 14:3
- Section 1983, 1:5, 3:9, 7:1, 14:3, 15:24, 21:12, 27:1, 28:2
- Summary judgment, 1:2, 1:5, 2:1, 3:9, 3:12, 3:14, 3:16, 3:18, 4:2 to 4:6, 4:9, 4:12, 5:1, 6:1, 6:4, 7:1, 8:2, 15:24, 19:1, 20:5, 21:6, 21:11 to 21:13, 22:4, 22:6 to 22:8, 22:10, 28:2, 29:2, 29:6, 29:7, 29:14, 34:1 to 35:1, 37:1, 55:2, 57:12, 57:13, 67:15, 73:2, 76:2, 76:9, 83:8, 104:1, 118:5, 121:1
- Title VI, 4:4

PRIVACY

- At-will employment, 15:8, 15:13, 73:2, 76:1, 76:2
- Labor Management Relations Act, 67:8

PRIVACY ACT

- Judicial review, 15:8
- Records, 3:12, 15:8

PRIVATE RIGHTS

- Maryland, 76:2

PRIVITY

- Jurisdiction, 3:4, 4:18, 15:21, 22:15, 67:44, 67:53

PROBABILITY

- Statistics, 3:16, 4:12, 22:7, 34:2, 67:8

PRODUCERS

- National Labor Relations Act, 67:60

PRODUCTION OF DOCUMENTS

- Discovery, 12:8, 18:8, 19:1, 19:2, 68:9, 73:7, 118:15, 120:4
- Executive Order 11246, 115:8
- Title VII, 12:3, 12:4, 12:6, 12:8, 19:1, 30:13, 118:15

PROFIT-SHARING

- Compensation, 10:5, 20:5, 23:2, 25:9, 30:2, 55:1, 67:21, 67:30, 67:40, 75:2, 77:6
- Contributions, 20:5, 25:9, 67:21, 67:30, 67:40, 75:2
- Distributions, 67:40
- Earnings, 25:9, 67:40
- Forfeitures, 67:30
- Health benefits, 23:2
- Life insurance, 10:5, 30:2, 67:21, 67:30, 67:40
- Loans, 67:21, 67:40
- Overtime pay, 55:1
- Past service, 67:40
- Repayment, 67:21, 75:2

PROFITS

- Labor Management Relations Act, 67:8
- Unions, 67:3, 67:5, 67:8, 67:16, 67:40, 67:41

PROGRAMS

- National Labor Relations Act, 67:5

PROMISSORY ESTOPPEL

- Retirement plans, 67:53, 75:10
- Termination of employment, 67:8, 67:53, 75:10, 76:2, 76:11

PROMOTIONS

- General discussion, 3:11
- Interest in position, 14:3
- Pretext, 3:9, 4:2, 4:3, 4:5, 4:8, 4:11, 4:12, 4:18, 8:2, 14:3, 15:9, 15:11, 21:3, 22:2, 22:4, 22:6, 22:7, 22:9, 118:8
- Proving pretext, 4:2, 4:5
- Qualifications, 3:11, 4:2, 4:3, 4:5, 4:8 to 4:10, 4:12, 4:19, 8:2, 14:3, 15:9, 21:9, 22:6, 22:7, 89:5, 114:9, 116:1
- Section 1981, 3:1, 4:2, 4:5, 4:12, 10:2, 14:1 to 14:3
- Statistical disparities, 10:2
- Superior qualifications, 4:3, 4:5, 14:3
- Tenure, 3:1, 4:2, 4:3, 4:5, 4:17, 4:18, 8:2, 15:9, 15:11, 22:6 to 118:8
- Title VII, 3:1, 3:9, 3:11, 4:2, 4:3, 4:5, 4:8 to 4:12, 4:17 to 4:19, 8:2,

PROMOTIONS—Cont'd

10:2, 14:1 to 14:3, 15:9, 15:11,
15:14, 15:16, 21:3, 21:9, 22:2,
22:4, 22:6, 22:9, 116:1, 118:8,
118:11

PROTECTION

National Labor Relations Act, 67:5,
67:60

Unions, 1:5, 14:3, 15:9, 15:11,
15:13, 15:14, 67:3, 67:5, 67:8,
67:13, 67:15 to 67:17, 67:23,
67:40, 67:41, 67:56, 75:10,
102:2, 108:1, 121:1

PSYCHOTHERAPIST

Discovery, 3:12
Privilege, 3:12

PUBLIC ACCOMMODATIONS

Americans with Disabilities Act, 34:1

PUBLIC POLICY

National Labor Relations Board,
22:15, 76:2

PUBLIC SERVICES

Americans with Disabilities Act,
34:1, 35:1

PUBLICATIONS

Benefits, 15:3, 22:6, 57:12, 114:8,
116:1, 117:1

PUERTO RICO

Age Discrimination in Employment
Act, 3:12, 4:16, 10:7, 15:3,
20:5, 21:3, 21:6, 21:8, 22:4,
22:6 to 22:8, 50:8, 118:5

Age discrimination, 3:12, 4:2, 4:4,
4:16, 10:7, 15:3, 20:5, 21:3,
21:6, 21:8, 22:4, 22:6 to 22:8,
35:1, 50:8, 118:5, 118:11

Benefit plans, 20:5, 70:1

Bonds, 3:12

Bonuses, 6:3, 22:6, 35:1

Clothing, 6:1, 6:3, 6:4, 7:1

Compensation, 2:1, 3:12, 3:16, 4:3 to
4:5, 4:17, 6:4, 8:1, 8:2, 10:7,
15:11, 15:16, 20:5, 21:3, 22:6,
22:7, 34:2, 35:1, 46:1, 83:12,
118:7, 118:8, 118:11

PUERTO RICO—Cont'd

Conditions of employment, 2:1, 3:12,
3:14, 3:16, 4:3, 4:17, 5:1, 6:3 to
6:5, 8:2, 22:4, 22:6, 35:1, 83:8

Constitutionality, 10:7, 15:16, 15:22,
111:5, 111:9

Court proceedings, 35:1

Disclosures, 3:12, 8:2, 118:11

Employment practices, 3:12, 3:16,
4:2, 4:5, 6:1, 7:1, 8:1, 22:6 to
118:8

Exemptions, 7:1, 21:8, 22:4

Fair Labor Standards Act, 50:8

Fringe benefits, 2:1, 4:3, 10:7, 15:16,
20:5, 21:8, 22:6, 35:1, 46:1

Harassment, 2:1, 3:6, 3:12, 3:14,
3:16, 3:18, 4:2 to 4:5, 4:16,
4:17, 5:1, 6:1, 6:3 to 6:5, 7:1 to
8:2, 10:7, 15:11, 15:16, 15:20,
15:22, 21:3, 21:8, 22:4, 22:6 to
22:8, 34:2, 35:1, 83:8, 118:2,
118:7, 118:8, 118:11

Health insurance, 2:1, 6:1, 7:1, 22:6,
70:1

Hiring practices, 118:5

Holidays, 7:1 to 46:1

Insurance premiums, 6:1

Layoffs, 4:5, 15:11, 20:5, 21:3, 21:6,
22:6, 46:1, 49:3, 50:8

Life insurance, 2:1, 4:3, 6:3

Loans, 6:3, 8:2, 10:7, 15:16

Mandatory retirement, 20:5, 21:3,
21:8, 22:6 to 22:8

Marital status, 6:1, 6:3, 15:11

Meal breaks, 35:1

Merchandise, 4:5

National origin, 2:1, 3:12, 3:14, 3:16,
4:2, 4:4, 4:5, 5:1, 6:3, 6:4, 7:1,
8:1, 10:7, 15:24

Notice, 2:1, 3:6, 3:12, 3:14, 3:16,
3:18, 4:2 to 4:5, 4:16, 4:17, 5:1,
6:1, 6:3 to 6:5, 7:1, 8:1, 8:2,
10:7, 15:11, 15:16, 15:20,
15:22, 15:24, 21:3, 22:6, 22:7,
34:2, 35:1, 46:1, 49:3, 50:8,
70:1, 118:2, 118:11, 118:15

Overtime pay, 4:3, 6:1, 46:1

Parental leave, 6:1

Permits, 3:12, 3:16, 3:18, 6:1, 6:3,
6:4, 7:1, 8:2, 15:11, 20:5, 21:3,

INDEX

PUERTO RICO—Cont'd

21:8, 22:8, 83:12
Privileges of employment, 4:3, 35:1
Promotions, 4:2, 4:3, 4:5, 4:17, 8:2,
15:11, 15:16, 21:3, 22:4, 22:6 to
118:8, 118:11
Provisions, 2:1, 3:12, 4:2, 4:16, 7:1,
8:1, 8:2, 10:7, 15:3, 15:20,
21:8, 35:1, 70:1, 83:8, 111:5,
112:2, 118:2, 118:3, 118:5,
118:7, 118:8, 118:11, 118:15
Recalls, 4:5
Remedies, 3:6, 3:12, 3:14, 4:4, 4:17,
6:3, 6:5, 8:1, 8:2, 10:7, 15:11,
15:16, 21:3, 22:6, 22:7, 46:1,
50:8, 83:12, 111:5, 111:9
Reports, 2:1, 3:12, 3:14, 4:2, 4:4,
4:5, 4:16, 5:1, 6:3 to 6:5, 8:1,
8:2, 15:22, 22:7, 34:2, 118:8
Retaliation, 2:1, 3:6, 3:12, 3:14,
3:16, 3:18, 4:2 to 4:5, 4:16,
4:17, 5:1, 6:1, 6:3, 6:5, 7:1, 8:1,
8:2, 10:7, 15:11, 15:16, 15:20,
15:22, 15:24, 21:3, 21:6, 21:8,
22:6 to 22:8, 35:1, 83:8, 118:5,
118:8, 118:11
Retention of employees, 2:1
Sanctions, 3:12, 4:5, 6:3, 6:5, 7:1,
15:16, 22:8, 111:9, 118:5, 118:8,
118:11
Seniority systems, 7:2, 20:5, 21:3
Sick leave, 3:14, 4:3, 4:5, 4:17, 6:1,
6:3, 8:2, 15:11, 22:6, 34:2, 35:1
Sick pay, 2:1, 6:1
Termination of employment, 15:20,
21:6, 22:7, 70:1
Terms, 2:1, 3:14, 4:2 to 4:5, 4:7,
4:16, 4:17, 5:1, 6:1, 6:3 to 6:5,
7:1, 8:1, 8:2, 15:11, 15:22, 20:5,
22:4, 22:6 to 22:8, 34:2, 35:1,
46:1, 112:2, 118:2, 118:11
Tools, 4:2, 6:3, 6:4, 8:1 to 21:3, 22:6
to 22:8, 35:1
Unemployment compensation, 8:1,
8:2
Vacation pay, 4:3, 46:1, 49:3, 83:8

PUNITIVE DAMAGES

Americans with Disabilities Act,
3:16, 34:1, 34:2, 37:20, 41:1,
64:1, 121:1

PUNITIVE DAMAGES—Cont'd

General discussion, 3:11, 10:4
Railway Labor Act, 4:20, 67:53, 98:1
Rehabilitation Act, 34:1 to 41:1,
76:2, 83:1, 83:12
Retirement plans, 67:53
Tax consequences, 21:8, 25:9
Termination of employment, 67:53,
76:1 to 104:1
Title VII, 1:4, 3:11, 3:16, 3:18, 4:2,
4:20, 6:5, 10:1, 10:4, 10:6,
10:7, 12:1, 13:2, 14:3, 15:13,
15:16, 15:21, 20:1, 21:8, 21:11,
34:1 to 41:1, 57:12, 64:1,
67:50, 67:53, 73:2, 76:2, 79:5,
83:1, 117:1, 117:3, 118:8,
118:11, 121:1, 121:9

QUALIFICATIONS

Collective bargaining agreements,
22:15, 67:3, 67:8, 67:23
Unions, 4:8, 4:10, 14:3, 15:9, 15:13,
67:3, 67:8, 67:23

QUALIFYING EXIGENCY FOR MILITARY FAMILY LEAVE

Family and Medical Leave Act, 55:5

QUOTAS

Citations, 2:4, 4:5, 22:6

RACE

Affirmative action, 1:2, 3:12, 3:16,
4:2 to 4:5, 4:15, 4:19, 6:3, 6:5,
8:1, 10:4, 11:1, 15:9, 15:13,
15:14, 15:22, 15:25, 16:1,
109:1, 110:2, 111:1 to 111:3,
111:7, 111:8, 111:10, 112:3,
112:9, 113:3, 114:7, 114:12,
114:14, 116:1
Business necessity, 1:2, 3:11, 4:2,
4:7, 4:9 to 4:11, 15:14
Color discrimination, 5:1
Comparators, 3:12, 4:3, 4:5, 12:4,
14:3, 15:13, 22:6
Compensation discrimination, 3:1
Defenses, 1:3, 3:2, 3:9, 3:11, 3:16,
14:3, 15:24, 21:2, 67:53, 76:2,
111:10, 121:1
Evidence, 1:4, 2:1 to 3:2, 3:7, 3:9,
3:11, 3:12, 3:14, 3:16, 4:1 to
4:7, 4:9 to 4:12, 4:19, 5:1, 6:1,

RACE—Cont'd

6:3 to 6:5, 6:8, 8:1 to 9:1, 10:4, 10:7, 11:1, 14:1 to 14:3, 15:5, 15:9, 15:12 to 15:14, 15:16, 15:22, 15:25, 16:1, 21:2, 22:2, 22:6, 22:7, 22:10, 67:53, 74:3, 75:12, 76:2, 76:8, 111:8, 112:8, 118:2, 118:5, 120:4, 121:1

General discussion, 3:11, 10:4

Harassment, 1:1, 2:1 to 3:2, 3:9, 3:11, 3:12, 3:14, 3:16, 4:1 to 4:5, 4:12, 4:21, 5:1, 6:1, 6:3 to 6:5, 8:1 to 9:1, 10:4, 10:7, 11:1, 14:1, 14:3, 15:5, 15:9, 15:12, 15:13, 15:15, 15:16, 15:22, 16:1, 22:2, 22:6, 22:7, 22:10, 76:2, 76:8, 116:1, 118:2

Hiring, 1:1 to 3:2, 3:9, 3:11, 3:12, 3:14, 3:16, 4:1 to 4:5, 4:7, 4:9, 4:10, 4:12, 4:19, 5:1, 6:1, 6:3, 6:5, 6:8, 8:1, 8:2, 10:7, 14:1, 14:3, 15:5, 15:9, 15:14, 15:22, 15:25, 21:2, 22:6, 22:7, 22:10, 73:1, 76:2, 111:7 to 112:9, 116:1, 118:5

Inference of reverse discrimination, 4:3

Insurance, 2:1, 3:16, 4:3, 6:1, 6:3, 8:2, 12:1, 12:4, 14:1, 14:3, 15:5, 15:13, 15:16, 15:22, 21:2, 22:2, 22:6, 22:7, 22:10, 67:53, 75:12, 76:2, 76:8, 112:3, 116:1, 121:1

Job related standards, 4:11

Layoffs, 3:1, 4:5, 12:5, 12:7, 14:1, 14:3, 15:14, 22:6, 111:7, 114:7, 116:1

Marital status, 6:1, 6:3, 9:1

National Origin discrimination, 3:1, 3:2, 3:7, 3:12, 3:15, 4:4, 4:9, 5:1, 8:1, 14:3, 111:7, 116:1

Promotion discrimination, 3:1, 4:4, 10:4

Race discrimination, 3:1, 3:2, 3:12, 3:14, 3:16, 4:1 to 4:5, 4:12, 4:19, 6:1, 6:5, 8:1 to 9:1, 11:1, 12:1, 14:1, 14:3, 15:5, 15:9, 15:12, 15:13, 15:16, 15:22, 16:1, 73:1, 111:8

Recruiting, 3:1, 4:2, 4:5, 4:12, 6:3, 15:9, 15:14, 22:6, 116:1

RACE—Cont'd

Remedies, 1:4, 3:1, 3:11, 3:12, 3:14, 4:4, 4:9, 6:3, 6:5, 8:1 to 9:1, 10:4, 10:7, 11:1, 15:13, 15:15, 15:16, 21:2, 22:2, 22:6, 22:7, 67:53, 73:1, 76:2, 76:8, 109:1, 110:2, 112:3, 121:1

Retaliation, 1:1, 1:2, 1:4, 2:1 to 3:2, 3:9, 3:12, 3:14, 3:16, 4:1 to 4:5, 4:9, 4:12, 4:21, 5:1, 6:1, 6:3, 6:5, 6:8, 8:1 to 9:1, 10:4, 10:7, 11:1, 14:1 to 14:3, 15:5, 15:9, 15:12, 15:13, 15:15, 15:16, 15:22, 15:24, 15:25, 16:1, 21:2, 22:2, 22:6, 22:7, 22:10, 26:2, 67:53, 73:1, 74:3, 76:2, 76:8, 118:5, 121:1

Reverse discrimination, 4:3, 4:19, 6:1, 6:3, 15:5, 15:14

Statistical evidence, 3:16, 4:4, 4:5, 4:9, 4:12, 6:8, 10:4, 15:13, 22:2, 22:6, 22:7

Tenure, 2:2, 3:1, 3:12, 3:14, 4:2 to 4:5, 5:1, 6:3, 6:8, 8:1 to 11:1, 15:9, 15:13, 22:6, 22:7, 22:10, 74:3, 75:12, 76:8

Validation, 1:3, 4:10, 15:14, 15:22

RADIO

National Labor Relations Act, 67:5, 67:60

National Labor Relations Board, 67:37

Unions, 67:5, 67:40

RAILWAY LABOR ACT

Agreements, 4:20, 67:39, 67:53, 67:58

Applicability, 67:39, 67:53

Arbitration, 4:20, 67:39, 67:53, 67:58, 98:1

Availability, 4:20, 67:53

Bankruptcy, 67:53

Breach of contract action, 4:20

Change, 4:20, 67:39, 67:53, 67:58

Claims, 4:20, 22:1, 67:39, 67:53, 67:58, 98:1

Class, 4:20, 67:39

Class actions, 4:20, 67:39

Collective bargaining, 4:20, 67:39, 67:53, 67:58

INDEX

RAILWAY LABOR ACT—Cont'd

- Collective bargaining agreements, 67:58
- Compensation, 22:1, 67:39, 67:53
- Compulsory, 4:20
- Conditions, 67:53
- Coverage, 4:20, 67:39, 67:53, 67:58, 98:1
- Damages, 4:20, 67:39, 67:53, 98:1
- Designation, 67:53
- Determinations, 67:39, 67:53
- Discrimination, 4:20, 22:1, 67:53
- Duties, 67:39, 67:53, 67:58
- Employees, 4:20, 22:1, 67:39, 67:53, 67:58, 98:1
- Enforcement, 4:20, 67:39, 67:53, 98:1
- Entities, 67:39, 67:53
- Establishment, 67:53
- Evidence, 4:20, 67:39, 67:53, 98:1
- Exhaustion of administrative remedies, 67:39
- Expenses, 67:53
- Federal preemption, 67:53
- Fees, 4:20, 67:39, 67:53
- Fraud, 67:53
- Futility, 67:39
- Individuals, 4:20, 22:1, 67:39, 67:53
- Interests, 67:53
- Interference, 22:1, 67:39, 67:53
- Investigations, 98:1
- Jurisdiction, 67:39, 67:53, 67:58, 98:1
- Labor-Management Reporting and Disclosure Act, 67:58
- Limitations, 67:39, 67:53
- Location, 98:1
- Mediation, 4:20, 98:1
- Minor disputes, 4:20
- National Labor Relations Act, 22:1, 67:58
- National Labor Relations Board, 67:39, 67:58
- Nature, 67:39, 67:53, 67:58, 98:1
- Negotiations, 4:20, 67:53
- Notice, 4:20, 67:39, 67:53, 98:1
- Officials, 67:39
- Organizations, 67:53

RAILWAY LABOR ACT—Cont'd

- Parties, 4:20, 67:39, 67:53, 98:1
- Penalties, 67:53, 98:1
- Pleadings, 67:53
- Power, 67:53, 67:58, 98:1
- Proceedings, 4:20, 67:39, 67:53
- Protection, 67:53, 98:1
- Punitive damages, 4:20, 67:53, 98:1
- Reinstatement, 98:1
- Remedies, 4:20, 22:1, 67:39, 67:53, 67:58
- Removal, 67:53
- Representation, 22:1, 67:39, 67:53
- Representatives, 4:20, 67:58
- Requests, 67:39, 67:53
- Responsibilities, 67:53
- Restrictions, 67:53
- Retired employees, 67:39
- Review, 4:20, 67:39, 67:53, 98:1
- Rights, 4:20, 22:1, 67:39, 67:53, 67:58, 98:1
- Sanctions, 67:39
- Scope, 4:20, 67:39, 67:53
- Security, 22:1, 67:39, 67:53, 67:58, 98:1
- Selection, 4:20
- Services, 4:20, 22:1, 67:39, 67:53, 67:58, 98:1
- Settlement, 4:20, 67:39, 67:53
- Standing to sue, 98:1
- State, 4:20, 22:1, 67:39, 67:53
- State laws, 67:53
- Status, 67:39, 67:53, 67:58
- Statute of limitations, 67:53
- System, 4:20, 67:53
- Time, 4:20, 67:39, 67:53, 67:58, 98:1
- Types, 67:53
- Unions, 67:58
- Use, 4:20, 67:39, 67:53, 98:1
- Violations, 4:20, 67:39, 67:53, 67:58, 98:1
- Waiver, 4:20, 67:53, 98:1

REASONABLE

ACCOMMODATIONS

- Training, 7:1, 34:1 to 37:1, 83:1, 83:7, 83:10

REASONS

Federal employment, 2:1, 4:3, 4:5,
8:2, 15:10
National Labor Relations Board,
22:15, 67:37, 67:39, 76:2

RECOMMENDATIONS

Federal employment, 2:1, 4:5, 8:2,
82:1

RECONSIDERATION

Apprentices, 3:9
Unions, 67:41

RECORDS AND REPORTS

Employee Retirement Income Security Act, 66:2
Plans, 66:2

RECOUPMENT

Retirement plans, 67:40, 67:45

RECRUITING

Advertising, 84:5, 114:8, 114:11,
116:1
Affirmative action, 4:2, 4:5, 6:3,
15:9, 15:14, 84:5 to 89:5, 114:8,
114:11, 116:1
Age discrimination, 4:2, 4:12, 22:4,
22:6
Agencies, 4:8, 15:9, 22:6, 84:5 to
89:5, 112:7, 114:8, 116:1
Business necessity, 4:2, 4:8, 15:14,
84:5, 89:5
Comparators, 4:5, 22:6, 29:3
Insurance, 6:3, 22:6, 67:8, 75:6,
112:2, 116:1
Internet, 4:5, 67:8
Interview procedures, 116:1
Medical examinations, 89:5
National origin discrimination, 3:1,
116:1
Pre-employment, 118:8
Promotion discrimination, 3:1
Reasonable accommodation, 67:8,
84:5, 89:5
Reinstatement, 4:2, 6:3, 15:9, 22:4,
22:6
Remedies, 3:1, 6:3, 22:6, 75:6
Sexual orientation, 3:1, 4:12, 15:9

RECRUITING—Cont'd

Standing, 3:1, 4:2, 4:5, 4:12, 6:3,
15:9, 22:6, 67:8, 75:6, 118:8
Statistical evidence, 4:5, 4:8, 4:12,
22:6, 67:8
Tenure, 3:1, 4:2, 4:5, 6:3, 15:9, 22:6,
118:8
Test scores, 15:9, 15:14, 22:4, 22:6
Testimony, 3:1, 4:2, 4:5, 4:8, 4:12,
6:3, 15:9, 15:14, 22:4, 22:6,
67:8, 75:6, 118:8
Word of mouth, 4:5

REFUSAL

Federal employment, 4:3, 4:5, 8:2

REGULATIONS

National Labor Relations Board,
67:37, 67:39, 76:2
Unfair labor practices, 74:3

REHABILITATION

National Labor Relations Act, 67:5
Unions, 15:9, 67:5, 67:8, 67:17,
67:40, 75:10, 84:6, 111:10

REHABILITATION ACT

Burden of proof, 34:2, 35:1, 83:9
Causation, 35:1, 76:2, 83:8, 83:11
Damages, 15:15, 34:1, 34:2, 37:25,
41:1, 74:3, 76:2, 83:1, 83:11,
83:12
Disabilities, 15:15, 34:1 to 35:1,
37:25, 41:1, 42:1, 43:1, 44:1,
74:3, 76:2, 81:1, 82:3, 83:1,
83:4, 83:8, 83:10, 83:11, 83:13,
84:1, 90:1, 121:2
Evidence, 34:1 to 35:1, 74:3, 76:2,
83:4 to 83:11, 84:2, 85:2
Fringe benefits, 35:1, 41:1, 43:1,
83:1, 87:1, 89:1
Government contractors, 84:2, 89:5,
90:1, 109:1
Hearing, 34:2, 83:3 to 83:6, 83:10,
83:11, 84:1, 85:2, 85:4, 89:1,
109:1, 121:2
Ineligibility list, 85:5
Intent, 15:15, 74:3, 76:2, 83:11, 84:5,
89:5, 111:5
Notice, 34:2, 35:1, 42:1, 76:2, 83:1,
84:3, 84:5, 89:5, 90:1

INDEX

REHABILITATION ACT—Cont'd

Office of Federal Contract Compliance Programs, 81:1, 84:3, 109:1, 111:5
Parties, 34:1 to 35:1, 42:1, 74:3, 76:2, 83:5, 83:10, 84:2, 109:1, 111:5
Prima facie case, 34:1 to 35:1, 76:2, 83:8, 83:9, 83:11
Punitive damages, 34:1 to 41:1, 76:2, 83:1, 83:12
Regulations, 34:1 to 35:1, 42:1, 74:3, 76:2, 82:2, 82:3, 83:1, 83:3, 84:1 to 84:6, 85:1, 89:5, 90:1, 109:1, 111:5, 111:10, 121:2
Retaliation, 15:15, 34:1, 35:1, 41:1, 42:1, 74:3, 76:2, 83:8, 83:11
Section 501, 81:1, 83:1
Section 503, 81:1, 83:2, 84:2
Section 504, 81:1, 83:1, 83:3, 83:10 to 83:12

REHEARING

Unions, 4:8

REIMBURSEMENT

Benefits, 2:2, 10:4, 10:5, 21:11, 41:1, 63:2, 67:8, 67:9, 67:16, 67:17, 67:20, 67:23, 67:34, 67:35, 67:37, 67:38, 67:40 to 67:42, 67:45, 67:50, 67:53, 67:54, 67:60, 69:4, 117:2, 118:13

REINSTATEMENT

Discipline, 4:2 to 4:4, 6:3, 8:1, 10:2, 15:8, 15:9, 15:11, 22:6, 22:7, 22:10, 26:3, 57:13, 64:1, 73:1, 75:4, 75:7, 75:10, 76:2, 80:4, 83:1, 98:1 to 108:1
Executive Order 11246, 113:4
Front pay, 3:4, 3:16, 10:1 to 10:4, 10:6, 15:4, 15:16, 21:7, 21:9, 23:3, 26:12, 29:11, 34:1, 55:1, 64:1, 67:15, 67:37, 73:1, 75:17, 76:1, 77:7
Maternity leave, 3:16, 4:2, 4:3, 4:17, 6:1, 8:1, 57:13
Rehabilitation Act, 34:1 to 43:1, 76:2, 83:1, 83:9, 86:1, 87:1
Termination of employment, 15:20, 22:7, 26:12, 59:1, 67:15, 75:10, 76:1 to 104:1

RELATION BACK

Amendments to pleadings, 3:9

RELATIONSHIPS

Retaliation, 2:1, 3:14, 4:3, 4:5, 5:1, 6:5, 8:1, 10:7, 15:8, 15:9, 15:11, 15:16, 15:22, 15:23, 16:1, 21:9, 67:15, 73:2, 76:1, 76:2, 76:8

RELEVANCE

Common law, 67:8, 67:45, 67:53
Labor Management Relations Act, 67:8

RELIABILITY

Statistics, 4:12, 22:6, 67:8

RELIANCE

Age Discrimination in Employment Act, 3:12, 4:16, 21:8, 22:2, 22:6, 22:7, 75:17, 117:1, 117:2, 118:5
Equal Pay Act, 4:4, 6:8, 30:12, 117:1, 118:5
Railway Labor Act, 67:39, 67:53, 67:58
Unions, 4:11, 15:9, 67:5, 67:8, 67:15, 67:16, 67:23, 67:40, 67:41, 67:58, 75:10

RELIGION

Unfair labor practices, 74:3
Unions, 4:10, 10:7, 14:3, 15:9, 15:11, 15:13, 121:1

RELIGIOUS DISCRIMINATION

Disparate treatment, 4:3, 7:1
Government employment, 7:1
Harassment, 2:1 to 4:3, 7:1, 7:2
Hiring, 2:1 to 4:3, 7:1, 15:10, 20:1
Insurance, 2:1, 4:3, 7:1, 20:1
Prima facie case, 2:1, 4:3, 7:1, 20:1
Reasonable accommodation, 7:1, 7:2
Retaliation, 2:1 to 4:3, 7:1
Tenure, 2:2, 4:3, 7:1, 20:1
Undue hardship, 7:1

RELOCATION

Worker Adjustment and Retraining Notification Act, 47:4, 48:2, 50:8

REMAND

National Labor Relations Board,
22:15, 67:37, 67:39

REMEDIES

Affirmative action, 3:12, 4:4, 6:3,
6:5, 8:1, 10:4, 11:1, 15:13, 81:1,
83:1, 83:2, 83:11, 109:1, 110:2,
111:5, 111:9, 112:3, 115:19
Age discrimination, 3:11, 3:12, 4:4,
4:20, 9:1, 10:7, 13:2, 15:13,
15:15, 19:1, 20:2, 21:2 to 21:4,
21:7, 21:9, 22:1, 22:2, 22:6,
22:7, 23:3, 26:5, 50:8, 66:5,
66:9, 67:53, 76:2
Attorney fee awards, 67:50
Damages, 1:4, 3:1, 3:11, 3:12, 4:4,
4:17, 4:20, 6:5, 9:1 to 10:1,
10:4 to 10:7, 11:1, 13:2, 15:2,
15:8, 15:11, 15:13, 15:15,
15:16, 15:21, 19:1, 21:2, 21:7,
21:9, 23:3, 27:1, 29:11, 34:1,
41:1, 46:1, 55:1, 63:2, 66:5,
66:9, 67:5, 67:17, 67:20, 67:34,
67:37 to 67:41, 67:47 to 67:50,
67:53, 67:60, 68:6, 69:3, 73:1,
73:2, 75:6 to 75:8, 76:1 to 76:4,
76:6, 76:8, 76:10, 76:11, 77:7,
83:1, 83:11, 83:12, 118:1,
121:1, 121:9, 122:1
Equal Pay Act, 4:4, 4:18, 13:2, 27:1,
29:8, 29:10 to 29:12, 30:13
Family and Medical Leave Act,
15:13, 15:15, 55:1, 63:2, 76:2
Front pay, 10:1 to 10:4, 10:6, 10:7,
15:16, 21:7, 21:9, 23:3, 29:11,
34:1, 41:1, 55:1, 67:37, 67:47,
73:1, 76:1, 77:7
Generally, 4:4, 4:9, 4:17, 4:18, 4:20
Genetic Information Nondiscrimina-
tion Act, 122:1
Injunctions, 10:2, 46:1, 67:37, 67:50
Insurance, 6:3, 8:2, 10:5, 15:2, 15:8,
15:11, 15:13, 15:16, 19:1, 21:2,
21:9, 22:2, 22:6, 22:7, 46:1,
50:8, 66:9, 67:5, 67:20, 67:34,
67:35, 67:37 to 67:41, 67:45,
67:47, 67:49, 67:50, 67:53,
67:57, 67:58, 67:60, 67:61,
69:3, 73:2, 75:6 to 75:8, 76:1 to
76:3, 76:8, 76:13, 112:3, 121:1,
122:1

REMEDIES—Cont'd

Maternity leave, 4:17, 8:1, 8:2
Monetary, 3:11, 3:12, 4:20, 8:1, 8:2,
10:4, 10:7, 11:1, 15:8, 15:11,
15:16, 29:8, 46:1, 55:1, 63:2,
67:5, 67:37 to 67:40, 67:45,
67:47, 67:49, 67:50, 67:53,
76:2, 76:4, 118:1
Motions, 3:12, 3:14, 6:3, 22:6, 23:3,
67:40, 67:49, 67:50, 67:61, 77:7
National Labor Relations Act, 22:1,
47:1, 67:5, 67:58, 67:60, 76:1,
76:9
National origin discrimination, 3:1,
3:12, 4:4, 4:9, 8:1
Pleading, 3:1, 3:6, 3:14, 4:17, 9:1,
9:3, 15:8, 15:17, 19:1, 21:9,
29:8, 67:20, 67:37, 67:40,
67:41, 67:50, 67:53, 68:3, 73:1,
76:4, 83:13, 121:1
Rehabilitation Act, 15:15, 34:1, 41:1,
42:1, 76:2, 81:1, 83:1, 83:2,
83:11 to 83:13, 89:1, 90:1,
109:1, 111:5
Reinstatement, 4:4, 4:17, 6:3, 8:1,
9:1, 10:1 to 10:4, 10:6, 15:2,
15:8, 15:11, 15:16, 19:1, 21:7,
21:9, 22:6, 22:7, 23:3, 26:5,
29:11, 34:1, 55:1, 63:2, 67:5,
67:35, 67:37, 67:49, 67:50,
73:1, 75:7, 76:1, 76:2, 77:7,
83:1, 118:1, 122:1
Retirement plans, 22:6, 67:20, 67:34,
67:40, 67:45, 67:53, 67:57,
67:60
Retroactive seniority, 10:3, 112:14
Settlement, 3:1, 3:11, 3:12, 4:4, 4:18,
4:20, 8:2, 9:1 to 9:3, 10:6, 15:8,
15:21, 19:1, 21:9, 22:7, 23:3,
26:5, 29:11, 34:1, 42:1, 46:1,
67:5, 67:17, 67:20, 67:34, 67:37
to 67:40, 67:49, 67:50, 67:53,
67:57, 67:61, 76:1, 76:10, 77:7,
83:1, 112:14, 118:1
Tax, 1:4, 3:12, 4:4, 4:9, 4:17, 6:3,
10:4, 10:6, 10:7, 15:2, 15:8,
15:13, 15:16, 21:9, 34:1, 67:5,
67:20, 67:34, 67:35, 67:37,
67:39 to 67:41, 67:45, 67:49,
67:50, 67:53, 67:57, 67:60,
67:61, 69:3, 76:2

INDEX

REMEDIES—Cont'd

- Tenure, 3:1, 3:12, 3:14, 4:4, 4:17, 4:18, 6:3, 8:1 to 10:3, 11:1, 15:8, 15:11, 15:13, 15:19, 22:6, 22:7, 75:9, 76:4, 76:8, 76:11
- Unions, 10:7, 15:11, 15:13, 27:1, 67:5, 67:17, 67:40, 67:41, 67:58, 110:2, 121:1
- Worker Adjustment and Retraining Notification Act, 46:1, 47:1, 50:6, 50:8

REMOVAL

- Unions, 4:11, 14:3, 15:9, 67:5, 67:8, 67:40

REOPENING

- Unions, 67:8, 67:41

REORGANIZATION

- Collective bargaining agreements, 15:2, 67:8, 67:17
- Postal Reorganization Act, 15:2

REPLY

- National Labor Relations Board, 67:37

REPRESENTATIVES

- Labor relations, 2:4, 50:9, 67:5, 67:40, 67:58, 76:2
- Worker Adjustment and Retraining Notification Act, 46:1, 48:1, 50:3, 50:6, 50:9, 54:3, 54:4, 67:8

REPUDIATION

- Settlements, 67:17, 67:41
- Unions, 67:17, 67:41

RES JUDICATA AND COLLATERAL ESTOPPEL

- Arbitration, 22:11, 22:15

RESCISSION

- Leave of absence, 7:1, 8:2, 67:8

RESEARCH

- Alternative dispute resolution, 117:1
- Collective bargaining agreements, 15:8, 15:14, 67:8, 67:16

RESIGNATION

- National Labor Relations Board, 76:2

RESPONDEAT SUPERIOR

- Negligent hiring, 76:1

REST BREAKS

- District of Columbia, 37:1

RESTAURANTS

- Unions, 75:10

RESTITUTION

- Railway Labor Act, 67:39, 67:53
- Retirement plans, 67:34, 67:40, 67:53, 67:60

RESTROOM FACILITIES

- Terms, 3:1, 6:10

RETALIATION

- Administrative process, 3:1, 3:6, 3:9, 6:5, 9:2, 15:8, 15:9, 21:3, 76:2, 118:8, 120:2
- Adverse action, 2:1, 2:2, 3:4, 3:9, 3:12, 3:14, 3:16, 4:1 to 4:4, 5:1, 6:1 to 6:3, 7:1, 8:1, 8:2, 10:7, 14:3, 15:8, 15:9, 15:11, 15:12, 15:20, 15:22, 19:1, 21:5, 21:6, 21:8, 22:2, 22:6 to 22:8, 22:10, 29:14, 35:1, 55:2, 57:13, 63:1 to 64:1, 67:14, 67:15, 73:2, 74:3, 76:1, 76:2, 76:6, 76:8, 83:8, 83:11, 121:1
- Adverse actions, 3:1, 3:12, 3:16, 4:3, 4:12, 6:2, 8:2, 14:3, 15:9, 15:22, 22:6, 22:10, 29:8, 35:1, 57:13, 64:1, 83:8
- Age Discrimination in Employment Act, 1:5, 3:12, 4:16, 10:7, 15:13, 15:15, 19:1, 20:2, 21:2, 21:3, 21:5, 21:6, 21:8, 21:9, 21:11, 22:2, 22:3, 22:6 to 22:8, 22:10, 26:2, 26:6, 74:3, 118:5
- Agricultural employees, 76:2
- Americans With Disabilities Act, 1:5, 3:16, 15:15, 34:1, 35:1, 37:19, 37:28, 41:1, 42:1, 57:2, 57:13, 64:1, 67:15, 74:3, 83:8, 118:5, 121:1
- Americans with Disabilities Act, 1:5, 3:16, 15:15, 34:1, 35:1, 37:19, 37:28, 41:1, 42:1, 57:2, 57:13, 64:1, 67:15, 74:3, 83:8, 118:5, 121:1

RETALIATION—Cont'd

Applicants, 1:2, 2:1, 3:1, 3:9, 4:2 to 4:5, 4:9, 4:12, 5:1, 6:1, 6:5, 8:1 to 9:1, 10:2, 14:3, 15:5, 15:11, 15:16, 15:19, 15:22, 22:6 to 22:8, 34:1, 35:1, 76:6, 121:1

Apprentices, 3:9, 4:12, 10:4, 67:53

Arbitration, 2:2, 3:1, 3:4, 3:16, 3:18, 4:4, 4:5, 4:9, 4:16, 4:18, 6:3, 8:2, 10:3, 10:6, 14:3, 15:5, 15:6, 15:8, 15:9, 15:11, 15:21, 21:6, 29:14, 35:1, 42:1, 57:2, 67:47, 67:53, 73:1, 73:2, 75:10, 76:1, 118:8

Causation, 3:12, 3:14, 3:16, 3:18, 4:1 to 4:4, 4:9, 4:12, 5:1, 6:3, 8:2, 10:7, 14:3, 15:9, 15:11 to 15:13, 15:16, 15:21, 15:22, 15:25, 22:7, 22:10, 29:14, 35:1, 55:2, 57:13, 64:1, 67:15, 67:40, 73:2, 76:2, 76:8, 83:8, 83:11

Constructive discharge, 2:2, 3:1, 3:16, 4:17, 6:3, 9:2, 10:7, 14:3, 15:5, 15:8, 15:9, 15:11, 15:13, 21:3, 22:6, 22:10, 37:28, 57:13, 64:1, 67:15, 67:40, 73:2, 74:3, 76:2, 76:8, 83:8, 118:8, 118:11

Disability discrimination, 1:4, 3:1, 3:2, 3:12, 3:16, 4:4, 15:13, 16:1, 34:1, 35:1, 37:28, 83:8, 83:11, 121:1

Employees, 1:1 to 3:2, 3:4, 3:6, 3:9, 3:12, 3:14, 3:16, 3:18, 4:1 to 4:5, 4:9, 4:12, 4:16 to 4:18, 5:1, 6:1 to 6:3, 6:5, 6:8, 7:1, 8:1 to 10:4, 10:6, 10:7, 11:1, 14:1 to 14:3, 15:5, 15:6, 15:8, 15:9, 15:11 to 15:13, 15:15, 15:16, 15:19, 15:21 to 15:24, 16:1, 18:7, 19:1, 20:2, 21:2, 21:3, 21:6, 21:8, 21:9, 21:11, 22:2, 22:6 to 22:8, 22:10, 26:2, 26:6, 29:1, 29:8, 29:11, 29:14, 34:1, 35:1, 55:1 to 57:2, 57:12, 57:13, 63:1 to 64:1, 67:15, 67:25, 67:38, 67:40, 67:53, 73:1 to 74:3, 75:10, 75:14, 76:1, 76:2, 76:6, 76:8, 83:8, 83:11, 118:5, 118:11, 121:1, 121:9

Equal Pay Act, 1:5, 3:16, 4:4, 4:18, 6:8, 29:1, 29:8, 29:11, 29:14,

RETALIATION—Cont'd

74:3, 118:5, 118:8

Evidence, 1:4, 1:5, 2:1 to 3:2, 3:4, 3:6, 3:9, 3:12, 3:14, 3:16, 3:18, 4:1 to 4:5, 4:9, 4:12, 4:16 to 4:18, 5:1, 6:1, 6:3, 6:5, 6:8, 7:1, 8:1 to 10:4, 10:6, 10:7, 11:1, 14:1 to 14:3, 15:5, 15:6, 15:8, 15:9, 15:11 to 15:13, 15:16, 15:21 to 15:23, 15:25, 16:1, 19:1, 21:2, 21:3, 21:6, 21:8, 21:9, 21:11, 22:2, 22:3, 22:6 to 22:8, 22:10, 29:11, 29:14, 34:1, 35:1, 55:1 to 57:2, 57:12, 57:13, 64:1, 67:15, 67:40, 67:53, 73:2, 74:3, 75:10, 75:14, 76:1, 76:2, 76:6, 76:8, 83:8, 83:11, 117:3, 118:1, 118:5, 118:8, 118:11, 121:1

Exhaustion of administrative remedies, 3:1, 37:28

Family and Medical Leave Act, 15:13, 15:15, 55:1 to 57:2, 57:12, 57:13, 63:1 to 64:1, 76:2

Federal employment, 2:1, 4:3, 4:5, 8:2

Former employees, 2:1, 3:9, 4:5, 4:12, 6:8, 7:1, 8:1, 21:2, 21:11, 22:6, 22:10, 29:8, 55:1, 57:2, 57:12, 67:40, 76:1, 76:2

General discussion, 10:4

Good faith, 1:1, 3:4, 3:12, 4:4, 4:5, 6:1, 6:3, 6:8, 7:1, 8:1 to 9:2, 10:7, 14:3, 15:8, 15:9, 15:22, 15:25, 21:2, 21:8, 21:9, 22:7, 22:8, 22:10, 35:1, 41:1, 55:1, 63:2, 64:1, 67:40, 67:53, 73:1 to 74:3, 75:10, 75:14, 76:1, 76:2, 83:8, 83:11, 118:1, 118:5, 118:8, 118:11

Harassment, 1:1, 2:1 to 3:2, 3:6, 3:9, 3:12, 3:14, 3:16, 3:18, 4:1 to 4:5, 4:12, 4:16 to 4:18, 4:21, 5:1, 6:1 to 6:3, 6:5, 7:1, 8:1 to 10:4, 10:7, 11:1, 14:1, 14:3, 15:5, 15:6, 15:8, 15:9, 15:11 to 15:13, 15:15, 15:16, 15:20, 15:22, 15:23, 16:1, 21:3, 21:8, 21:9, 22:2, 22:6 to 22:8, 22:10, 26:6, 34:1, 35:1, 64:1, 67:15, 73:2, 75:10, 75:14, 76:1, 76:2,

INDEX

RETALIATION—Cont'd

76:6, 76:8, 83:8, 118:8, 118:11
Insurance, 2:1, 3:16, 4:3, 6:1, 6:3,
7:1, 8:2, 14:1, 14:3, 15:5, 15:8,
15:11, 15:13, 15:16, 15:22,
15:23, 19:1, 21:2, 21:5, 21:6,
21:9, 21:11, 22:2, 22:6 to 22:8,
22:10, 26:6, 29:1, 35:1, 57:2,
67:15, 67:38, 67:40, 67:47,
67:53, 73:2, 75:14, 76:1, 76:2,
76:8, 121:1
Investigations, 2:1, 3:2, 3:12, 4:5,
6:3, 8:1, 8:2, 10:7, 15:8, 15:9,
15:12, 15:13, 15:22, 22:6, 26:6
Irreparable injury, 10:2, 21:9
Jurisdiction, 1:4, 2:1, 3:1, 3:2, 3:4,
3:6, 3:9, 3:16 to 3:18, 4:16,
4:18, 7:1, 9:1 to 14:3, 15:5,
15:16, 15:18, 15:19, 15:21 to
15:23, 15:25, 16:1, 19:1, 21:2,
21:3, 21:9, 29:14, 42:1, 57:2,
57:12, 67:38, 67:40, 67:53,
73:2, 75:14, 76:2, 118:8, 120:1,
121:9
Knowledge of employer, 4:12, 19:1
Labor Management Relations Act,
42:1
Liquidated damages, 4:4, 15:13,
21:8, 21:9, 29:11, 29:14, 55:1,
63:2, 64:1, 73:1, 76:2
National origin discrimination, 3:1,
3:2, 3:12, 4:4, 4:9, 5:1, 8:1,
14:3
Opposition clause, 8:1
Participation, 1:1, 3:1, 3:9, 3:16,
3:18, 4:2, 4:4, 4:5, 4:12, 6:3,
8:1, 8:2, 10:6, 14:3, 15:8, 15:9,
15:11 to 15:13, 21:8, 22:2, 22:6,
22:10, 26:6, 34:1, 57:12, 67:40,
67:53, 75:10, 76:2, 83:11, 121:1
Participation Clause, 8:1
Pregnancy, 1:1, 2:1, 3:1, 3:12, 3:16,
4:1 to 4:3, 4:5, 4:17, 6:1, 8:1,
10:7, 14:3, 15:8, 35:1, 55:1,
74:3, 75:14, 76:2, 76:8
Pretext, 2:1, 3:9, 3:12, 3:14, 3:16,
3:18, 4:2 to 4:5, 4:12, 4:18, 6:1,
6:3, 7:1, 8:1 to 9:1, 10:7, 14:3,
15:9, 15:11, 15:21, 15:22, 21:3,
21:6, 21:11, 22:2, 22:6 to 22:8,
22:10, 34:1, 35:1, 55:2, 57:12

RETALIATION—Cont'd

to 67:15, 75:10, 76:2, 83:8,
118:5, 118:8, 121:1
Prima facie case of retaliation, 3:9,
8:2, 22:10, 29:14, 35:1, 57:13,
64:1, 67:15, 83:8
Protected conduct, 3:18, 8:1 to 14:3,
15:9, 15:11, 15:12, 15:21,
22:10, 57:13, 67:15, 76:2
Questions, 3:1, 3:12, 3:14, 3:16,
3:18, 4:4, 4:5, 4:18, 6:1, 6:3,
6:5, 6:8, 8:1 to 14:3, 15:5, 15:8,
15:9, 15:13, 15:22, 15:25, 19:1,
22:7, 22:8, 35:1, 55:2, 67:38,
67:40, 67:53, 75:10, 75:14,
76:2, 118:8, 118:11
Rehabilitation Act, 15:15, 34:1, 35:1,
41:1, 42:1, 74:3, 76:2, 83:8,
83:11
Remedies, 1:4, 3:1, 3:6, 3:12, 3:14,
4:4, 4:9, 4:17, 4:18, 6:3, 6:5,
8:1 to 10:4, 10:6, 10:7, 11:1,
15:8, 15:11, 15:13, 15:15,
15:16, 15:19, 15:21, 19:1, 20:2,
21:2, 21:3, 21:9, 22:2, 22:6 to
29:8, 29:11, 34:1, 37:28, 41:1,
42:1, 55:1, 63:2, 67:38, 67:40,
67:47, 67:53, 73:1 to 76:2,
76:6, 76:8, 83:11, 118:1, 121:1,
121:9
Settlements, 3:4, 67:53
Sexual orientation, 1:1, 3:1, 4:12,
6:1, 7:1, 8:2, 10:6, 15:9, 15:13,
74:3
Statutory claims, 3:18, 76:1
Summary judgment, 1:2, 1:4, 1:5,
2:1, 3:1, 3:4, 3:9, 3:12, 3:14,
3:16, 3:18, 4:1 to 4:5, 4:9, 4:12,
4:17, 4:18, 5:1, 6:1, 6:2, 6:8,
7:1, 8:1 to 9:2, 10:7, 11:1, 15:9,
15:11 to 15:13, 15:22, 15:24,
16:1, 19:1, 21:2, 21:6, 21:11,
22:6 to 22:8, 22:10, 29:8,
29:14, 34:1, 35:1, 55:2, 57:12,
57:13, 63:1, 67:15, 67:40, 73:2,
75:10, 75:14, 76:1, 76:2, 83:8,
117:3, 118:5, 118:8, 118:11,
121:1
Time frame, 3:1, 3:12, 4:3, 10:4,
14:3, 15:11, 21:2

RETALIATION—Cont'd

Title IX, 3:14, 6:2, 6:3, 15:8, 15:9, 15:13, 15:15, 74:3, 121:9
 Title VII, 1:1, 1:2, 1:4, 1:5, 2:1 to 3:2, 3:4, 3:6, 3:9, 3:12, 3:14, 3:16 to 3:18, 4:1 to 4:5, 4:9, 4:12, 4:16 to 4:18, 4:21, 5:1, 6:1 to 6:3, 6:5, 6:8, 7:1, 8:1 to 10:4, 10:6, 10:7, 11:1, 13:3, 14:1 to 14:3, 15:9, 15:11 to 15:13, 15:15, 15:16, 15:18, 15:21, 15:22, 16:1, 19:1, 21:2, 21:3, 21:5, 21:6, 21:8, 21:9, 21:11, 22:2, 22:6, 22:8, 22:10, 29:8, 29:11, 29:14, 34:1, 35:1, 41:1, 42:1, 57:12, 57:13, 64:1, 67:15, 67:53, 73:2, 74:3, 76:2, 83:8, 83:11, 117:3, 118:5, 118:8, 118:11, 120:1, 121:1, 121:9
 Uniformed Services Employment and Reemployment Rights Act, 4:1
 Union members, 4:2, 4:5, 8:2, 15:9, 15:11, 22:10, 76:2, 76:8
 Unlawful employment practices, 1:4, 3:12, 26:6

RETENTION

National Labor Relations Act, 67:5, 76:1

REVOCAION

Age Discrimination in Employment Act, 22:14
 Title VII, 4:3, 8:1, 9:1

RHODE ISLAND

Age Discrimination in Employment Act, 118:5
 Age discrimination, 118:5
 Appeals, 4:18, 6:8, 15:2, 15:8, 34:2, 59:1, 118:5
 Assignments, 15:8, 34:2
 At-will employment, 15:8
 Benefit plans, 59:1
 Charges, 4:18, 6:8, 15:8, 34:2, 118:5
 Civil Rights Act, 4:18, 6:8
 Compensation, 4:18, 6:8, 15:2, 15:8, 34:2, 59:1, 83:7
 Complaints, 4:18, 15:8, 34:2
 Conditions of employment, 59:1
 Dispute, 15:8, 34:2

RHODE ISLAND—Cont'd

Employment practices, 15:8
 Equal pay, 4:18, 6:8, 118:5
 Evidence, 4:18, 6:8, 15:2, 15:8, 34:2, 59:1, 83:7, 118:5
 Fringe benefits, 15:8
 Harassment, 4:18, 15:8, 34:2, 83:7
 Health, 4:18, 6:8, 15:2, 15:8, 34:2, 59:1, 83:7
 Hearings, 15:8
 Hiring practices, 118:5
 Investigations, 15:8
 Judicial remedies, 15:2
 Layoffs, 4:18, 15:8
 Life insurance, 59:1
 Mandatory retirement, 15:8
 Notice, 4:18, 15:8, 34:2, 59:1
 Overtime pay, 15:8
 Permits, 6:8
 Privacy, 15:8
 Promotions, 4:18
 Remedies, 4:18, 15:2, 15:8
 Retaliation, 4:18, 6:8, 15:8, 118:5
 Sanctions, 15:8, 118:5
 Severance pay, 6:8
 Sex discrimination, 4:18, 6:8
 Sick leave, 15:8, 34:2, 59:1
 Students, 15:8
 Termination of employment, 59:1
 Terms, 15:8, 34:2, 59:1
 Unemployment compensation, 4:18

ROOKER-FELDMAN DOCTRINE

Res judicata, 4:18

RUMORS

Unions, 15:9, 67:15, 67:41

SAFETY

Inspections, 6:4, 76:2
 National Labor Relations Act, 7:1

SALES

Labor Management Relations Act, 67:8
 Worker Adjustment and Retraining Notification Act, 50:8, 67:8

SALESPERSONS

Compensation, 75:6

INDEX

SAMPLE SIZE

Statistics, 22:6, 22:9

SCHEDULE

Collective bargaining agreements, 15:8, 63:4, 67:3, 67:8, 67:16, 67:17
Evidence, 2:1, 4:2, 4:17, 6:1, 6:3, 7:1, 8:1, 8:2, 10:7, 15:8, 15:9, 19:1 to 20:1, 21:1, 21:11, 22:10, 34:2, 35:1, 37:1, 55:2, 57:2, 57:13, 59:1, 64:1, 67:3, 67:8, 67:16, 67:17, 67:41, 67:50, 67:53, 67:57, 73:7, 83:8, 118:9, 118:11, 118:15
Sanctions, 6:3, 7:1, 15:8, 15:9, 21:11, 67:50, 118:11

SEARCH

Collective bargaining agreements, 15:2, 15:8
Computers, 4:2, 4:5, 15:9, 22:8
Consent, 4:3, 4:5, 6:3, 10:4, 15:8, 67:33, 118:9
Equal Employment Opportunity commission, 3:12, 10:4, 10:7, 21:9, 121:1
Generally, 4:2, 4:3, 4:5
Offices, 10:4, 10:7, 15:8, 15:9, 15:22
Records, 3:12, 3:14, 4:3, 4:5, 10:7, 15:8, 15:9, 15:16, 15:22, 21:9, 22:8, 67:43, 121:1

SEASONAL WORKERS

State, 49:1, 49:2, 50:8

SECONDARY SCHOOLS

Family and Medical Leave Act, 63:4

SECRETARY OF LABOR

Department of Labor, 9:1, 47:4, 55:1, 56:1, 63:2, 67:4, 67:5, 67:15, 67:20, 67:23, 84:3, 100:2, 102:2, 105:6, 108:1, 109:1, 111:5, 112:2

SECTION 1981

Applicability, 3:16, 4:12
Burden of proof, 3:14, 3:16, 10:7, 14:3
Causation, 3:12, 3:14, 3:16, 4:2, 4:12, 5:1, 10:7, 14:3, 15:22

SECTION 1981—Cont'd

Complaints, 3:1, 3:14, 3:16, 4:2, 4:5, 4:12, 5:1, 10:2, 10:7, 14:1, 14:3, 15:22
Defendants, 3:1, 3:12, 3:14, 3:16, 4:2, 4:5, 4:12, 5:1, 10:2, 10:7, 14:2, 14:3, 15:22
Evidence, 1:4, 3:1, 3:12, 3:14, 3:16, 4:2, 4:5, 4:12, 5:1, 10:2, 10:7, 14:1 to 14:3, 15:22
Individuals, 3:1, 3:12, 3:14, 3:16, 4:2, 4:5, 4:12, 14:2, 14:3, 15:22
Intentional discrimination, 3:1, 3:14, 3:16, 4:2, 4:5, 4:12, 5:1, 10:7, 14:1, 14:3
Intervention, 4:2
Jurisdiction, 1:4, 3:1, 3:16, 14:2, 14:3, 15:22
National origin discrimination, 3:1, 3:12, 5:1, 14:3
Parties, 1:4, 3:1, 3:12, 3:14, 3:16, 4:5, 4:12, 5:1, 10:7, 14:2, 14:3, 15:22
Prima facie case, 3:12, 3:14, 3:16, 4:2, 4:5, 4:12, 5:1, 14:3
Promotions, 3:1, 4:2, 4:5, 4:12, 10:2, 14:1 to 14:3
States, 3:1, 3:12, 3:14, 3:16, 4:5, 4:12, 5:1, 10:7, 14:2, 14:3, 15:22
Title VII, 1:4, 3:1, 3:12, 3:14, 3:16, 4:2, 4:5, 4:12, 5:1, 10:2, 10:7, 14:1 to 14:3, 15:22
Trial, 1:4, 3:1, 3:12, 3:14, 3:16, 4:2, 4:5, 4:12, 5:1, 10:2, 10:7, 14:3, 15:22

SECTION 1983

Complaints, 3:1, 3:9, 4:21, 7:1, 14:3, 15:5, 15:8, 15:9, 15:12, 15:13, 15:16, 15:22, 15:24
Evidence, 1:4, 1:5, 3:1, 3:9, 7:1, 14:3, 15:2, 15:4 to 15:9, 15:11 to 15:14, 15:16, 15:21 to 15:23, 15:25 to 15:27, 21:12, 27:1, 28:2, 117:2, 118:2, 118:11
First Amendment claims, 15:9, 15:21
Jurisdiction, 1:4, 3:1, 3:9, 7:1, 14:3, 15:3, 15:5, 15:16 to 15:19, 15:21 to 15:23, 15:25, 21:12, 117:2, 118:2

SECTION 1983—Cont'd

Prima facie case, **1:5, 3:9, 7:1, 14:3, 15:24, 21:12, 27:1, 28:2**

SECTION 1985

Class-based animus, **16:1**
Conspiracy, **16:1**
Evidence, **16:1**
Intent, **15:15, 16:1**

SECURITIES LAWS

Preemption, **67:60**

SECURITY

Labor-Management Reporting and Disclosure Act, **67:58**

SELECTION OF PLAN

Cash balance, **67:20**
Collective bargaining, **67:20**
Compensation, **67:20**
Contributions, **67:20**
Defined contribution plan, **67:20**
Disability benefits, **67:20**
Distributions, **67:20**
ERISA, **67:20, 67:24**
Exceptions, **67:20**
Exclusive benefit, **67:20**
Funding, **67:20**
Health plans, **67:20**
Investments, **67:20, 67:24**
Medical expenses, **67:20**
Officers, **67:20, 67:24**
Options, **67:20, 67:24**
Ownership, **67:20**
Penalties, **67:20**
Pension benefits, **67:20**
Pension plan, **67:20**
Premiums, **67:20, 67:24**
Redemption, **67:20**
Reductions, **67:20**
Reports, **67:20**
Restrictions, **67:20**
Retirement plans, **67:20**
Safe harbor, **67:20, 67:24**
Severance, **67:20**
Tax, **67:20**
Trustee, **67:20, 67:24**
Trusts, **67:20**

SELF-DEALING

Retirement plans, **67:20, 67:21, 67:34**

SELF-INFLICTED INJURIES

Medical benefits, **67:8**

SELF-INSURED PLANS

Health insurance plans, **67:8**

SENIORITY SYSTEMS

Age Discrimination in Employment Act, **13:2, 20:5, 21:3, 23:2**
Bona fide seniority system, **4:15, 20:5**
Collective bargaining agreement, **20:5**
Compensation, **3:1, 4:15, 20:5, 21:3, 23:2**
Intent to discriminate, **4:15**
Title VII, **1:4, 3:1, 4:15, 7:2, 13:2, 14:2, 21:3**

SERVICE EMPLOYEES

Utah, **15:8**

SETTING ASIDE

Settlement, **3:16, 3:18, 67:34**

SETTLEMENT

Agreements, **3:1 to 3:4, 3:18, 4:5, 4:16, 4:18, 4:20, 8:2, 9:2, 15:8, 26:10, 26:11, 34:1, 46:1, 67:5, 67:8, 67:9, 67:16, 67:17, 67:20, 67:23, 67:36, 67:37, 67:39, 67:40, 67:42, 67:50, 67:53, 79:3, 112:14, 118:5, 118:10**
Americans with Disabilities Act, **3:16, 34:1, 42:1, 67:8, 118:5**
Charges, **3:1 to 3:4, 3:11, 3:12, 3:16, 4:4, 4:5, 4:18, 8:2, 10:6, 14:3, 15:8, 15:21, 19:1, 19:2, 22:7, 23:2, 25:12, 26:5, 26:10 to 26:12, 67:5, 67:8, 67:23, 67:34, 67:37, 67:40, 67:49, 67:50, 67:53, 117:1, 118:5, 118:11, 118:13, 118:16, 119:1**
Coercion, **8:2, 15:6, 22:14, 42:1, 67:34**
Collective bargaining agreements, **15:8, 67:5, 67:8, 67:16, 67:17, 67:23**

INDEX

SETTLEMENT—Cont'd

Collective bargaining obligations,
67:17

Consideration, 3:1, 3:11, 3:16, 3:18,
4:4, 4:5, 4:16, 4:20, 8:2, 10:6,
15:8, 15:21, 21:6, 22:7, 22:14,
25:1, 25:11, 25:12, 26:1, 26:5,
26:10 to 26:12, 34:1, 46:1,
67:5, 67:8, 67:9, 67:16, 67:17,
67:20, 67:23, 67:36, 67:37,
67:39, 67:53, 67:61, 83:1,
118:15, 118:16, 119:2

Costs, 3:3, 3:11, 3:12, 4:16, 4:20,
8:2, 10:6, 14:3, 15:8, 19:1,
19:2, 21:9, 22:7, 22:14, 23:3,
23:4, 24:1, 25:9, 25:12, 26:5,
26:10 to 26:12, 29:11, 34:1,
42:1, 49:3, 67:5, 67:8, 67:9,
67:16, 67:20, 67:23, 67:37,
67:38, 67:40, 67:42, 67:49,
67:50, 67:53, 67:61, 73:5, 73:7,
76:1, 77:7, 78:6, 108:1, 117:1,
117:3, 118:2, 118:5, 118:8,
118:11, 118:13, 118:15, 118:16,
119:2

Counsel, 3:1, 3:9, 3:11, 3:12, 3:16,
3:18, 4:4, 4:5, 4:16, 4:18, 8:2,
14:3, 15:6, 15:8, 19:2, 21:9,
22:14, 23:2, 23:4, 24:1, 25:1,
26:5, 26:10, 26:12, 29:11, 49:3,
67:5, 67:16, 67:20, 67:23,
67:37, 67:39, 67:40, 67:50,
67:61, 73:7, 76:1, 77:3, 78:1,
102:2, 108:1, 117:1, 117:3,
118:2, 118:5, 118:8, 118:10,
118:11, 118:15, 118:16, 119:1,
119:2

Discipline, 3:1, 3:2, 3:9, 4:4, 4:5,
8:2, 14:3, 15:8, 15:21, 22:7,
79:3, 83:1, 108:1

Duress, 4:16, 22:14, 67:36

Employee Polygraph Protection Act,
102:2, 108:1

Employment practices, 3:11, 3:12,
3:16, 4:5, 9:1, 15:8, 22:7, 76:1,
83:1, 118:8

Enforcement, 3:1, 3:2, 3:4, 3:9, 3:11,
3:12, 4:4, 4:5, 4:16, 4:20, 9:2,
9:3, 15:6, 15:8, 19:1, 22:14,
46:1, 49:3, 67:5, 67:16, 67:17,
67:23, 67:37 to 67:39, 67:42,

SETTLEMENT—Cont'd

67:49, 67:50, 67:53, 67:61,
76:1, 108:1, 112:14, 118:1,
118:2, 118:5, 118:8, 118:11

Equal Pay Act, 3:3, 3:16, 4:4, 4:18,
29:11, 29:14, 117:1, 118:5,
118:8

Evidence, 3:1 to 3:4, 3:9, 3:11, 3:12,
3:16, 3:18, 4:4, 4:5, 4:16, 4:18,
4:20, 8:2, 9:1, 9:2, 10:6, 14:3,
15:6, 15:8, 15:21, 19:1, 19:2,
21:6, 21:9, 22:7, 22:14, 25:9,
25:12, 26:5, 26:10, 26:12,
29:11, 29:14, 34:1, 46:1, 49:2,
67:5, 67:8, 67:9, 67:16, 67:17,
67:20, 67:23, 67:34, 67:36,
67:37, 67:39, 67:40, 67:42,
67:49, 67:50, 67:53, 67:57,
67:61, 73:6, 73:7, 76:1, 76:10,
79:3, 102:2, 108:1, 112:14,
117:1, 117:3, 118:1, 118:2,
118:5, 118:8, 118:10, 118:11,
118:15, 118:16, 119:1, 119:2

Fraud, 3:12, 4:4, 4:16, 15:8, 22:7,
22:14, 49:3, 67:5, 67:8, 67:16,
67:17, 67:20, 67:23, 67:34,
67:36, 67:37, 67:40, 67:50,
67:53, 79:3, 117:3

General discussion, 3:11

Hiring, 3:2, 3:4, 3:9, 3:11, 3:12,
3:16, 4:4, 4:5, 4:16, 8:2, 14:3,
15:6, 15:8, 19:1, 19:2, 22:7,
29:14, 34:1, 67:5, 67:8, 67:23,
67:37, 67:40, 76:1, 83:1, 117:1,
118:5

Offers of judgment, 117:3, 118:11

Railway Labor Act, 4:20, 67:39,
67:53

Retaliation, 3:1, 3:2, 3:4, 3:9, 3:12,
3:16, 3:18, 4:4, 4:5, 4:16, 4:18,
8:2, 9:1, 9:2, 10:6, 14:3, 15:6,
15:8, 15:21, 19:1, 21:6, 21:9,
22:7, 29:11, 29:14, 34:1, 42:1,
67:38, 67:40, 67:53, 76:1,
117:3, 118:1, 118:5, 118:8,
118:11

SEVERANCE

Damages, 3:4, 4:12, 4:17, 10:7, 15:8,
19:1, 21:2, 21:9, 23:2, 23:3,
25:8, 25:9, 26:11, 46:1, 47:4,

SEVERANCE—Cont'd

49:3, 67:5, 67:8, 67:15, 67:20,
67:23, 67:34, 67:36, 67:39,
67:40, 67:47, 67:50, 67:53,
67:60, 74:3, 75:2, 75:5, 75:7,
75:10, 75:14, 76:2, 76:8, 77:3,
77:7, 118:5, 122:1

SEVERANCE PAY

Agreements, 3:4, 6:8, 21:3, 26:11,
46:1, 50:6, 67:5, 67:8, 67:36,
67:45
Amendment of, 67:32
Cause, 3:4, 21:3, 21:9, 46:1, 67:5,
67:7, 67:8, 67:13, 67:32, 67:45,
67:60, 75:2, 75:10, 75:14
Disclosure, 3:4, 66:1, 67:7, 67:8,
67:60
Discrimination, 3:4, 6:8, 21:3, 21:9,
25:9, 26:1, 26:11, 67:5, 67:36,
67:45, 67:56, 67:60, 75:10
ERISA, 46:1, 47:4, 66:1, 67:5, 67:7,
67:8, 67:13, 67:32, 67:36,
67:45, 67:56, 67:60
Fiduciary duties, 67:5, 67:7, 67:8,
67:32
Forms, 21:9, 26:1, 26:11, 67:8,
67:36, 67:45, 67:56, 67:60,
75:10
Language, 3:4, 67:5, 67:7, 67:8,
67:13, 67:32, 67:36, 67:45,
75:2, 75:10, 75:14
Maine, 47:4, 75:10
Massachusetts, 6:8, 47:4, 67:5, 67:8,
67:13, 67:45
Notification, 46:1, 47:1, 47:4, 50:6,
52:1, 67:5, 67:8
Older employees, 21:3, 21:9
Ongoing administration, 67:8
Overtime pay, 21:9, 46:1
Pennsylvania, 67:8, 67:45, 67:60,
75:10
Pension plan, 21:9, 66:1, 67:5, 67:7,
67:8, 67:13, 67:32, 67:36,
67:45, 67:60
Plan, 21:3, 21:9, 26:1, 46:1, 66:1,
67:5, 67:7, 67:8, 67:13, 67:32,
67:36, 67:45, 67:56, 67:60,
75:2, 75:10, 75:14

SEVERANCE PAY—Cont'd

Regulations, 21:3, 50:6, 52:1, 67:5,
67:7, 67:8, 67:32, 67:45, 67:60,
75:10
Releases, 26:11, 67:36
Retirement plans, 67:45, 67:60, 75:2,
75:10
Rhode Island, 6:8
State laws, 47:4, 66:1
Termination of, 21:3, 25:9, 46:1,
67:5, 67:7, 67:8, 67:13, 67:45,
75:10
Uniformed Services Employment and
Reemployment Rights Act,
67:60
Virgin Islands, 67:8
Welfare benefit, 66:1, 67:5, 67:7,
67:8, 67:13, 67:32, 67:45

SEX

Unions, 1:5, 2:2, 4:10, 10:7, 14:3,
15:9, 15:13, 15:14, 27:1,
114:10, 121:1

SEXUAL ADVANCES

At-will employment, 73:2
Harassment, 3:1, 4:12, 4:17, 4:18,
6:3, 6:5, 8:1, 10:7, 73:2, 76:8

SEXUAL HARASSMENT

Generally, 4:1, 4:2, 4:4, 4:5, 4:12,
4:13, 4:17, 4:18

SEXUAL ORIENTATION

Benefits, 1:1, 3:1, 4:12, 6:1, 7:1, 8:2,
10:6, 15:2, 15:9, 15:13, 74:3
Collective bargaining, 6:1, 7:1, 15:2,
15:9, 15:10, 15:13, 74:3, 76:9
Comparators, 15:13
Compensation discrimination, 3:1
Contractors, 6:4, 15:9, 15:13
Contracts, 74:3, 76:9
Disability discrimination, 3:1, 15:13
Gender identity, 1:1, 6:1, 15:9
Harassment, 1:1, 3:1, 4:12, 6:1, 6:4,
7:1, 8:2, 15:9, 15:13
Hiring, 1:1, 4:12, 6:1, 7:1, 8:2, 15:9,
15:10
Medical conditions, 6:1
Promotion discrimination, 3:1
Recruiting, 3:1, 4:12, 15:9

INDEX

SEXUAL ORIENTATION—Cont'd

- Religious exemptions, 7:1
- Retaliation, 1:1, 3:1, 4:12, 6:1, 7:1, 8:2, 10:6, 15:9, 15:13, 74:3
- Sexual orientation, 1:1, 3:1, 4:12, 6:1, 6:4, 7:1, 8:2, 10:6, 15:2, 15:9, 15:10, 15:13, 74:3, 76:9
- Statistical evidence, 4:12, 15:13
- Statutory protections, 7:1
- Tenure, 3:1, 7:1, 8:2, 15:9, 15:13, 74:3
- Title VII, 1:1, 3:1, 4:12, 6:1, 6:4, 7:1, 8:2, 10:6, 15:2, 15:9, 15:10, 15:13, 74:3
- Tort remedies, 76:9

SHIFTS

- Hours of work, 49:1, 50:8, 61:3

SHOES

- Manufacturing, 14:3, 15:22, 22:6

SICK LEAVE

- Accrued sick leave, 57:11
- Age discrimination, 3:11, 15:13, 22:6, 26:3, 35:1, 67:15, 75:5
- Collective bargaining agreement, 4:5, 6:3, 15:8, 15:11, 34:2, 57:2, 76:10, 83:11
- Disability discrimination, 15:13, 34:2, 35:1, 83:11
- Employee Retirement Income Security Act, 26:3, 57:2, 67:14, 67:15, 67:50, 75:2
- General discussion, 3:11
- Overtime pay, 4:3, 6:1, 15:8
- Serious health condition, 57:2, 57:6, 57:11, 65:1
- State law, 3:14, 4:5, 6:1, 6:3, 8:2, 15:8, 15:11, 15:13, 26:3, 57:2, 57:6, 67:15, 67:50
- Taxation, 34:2
- Unions, 15:11, 15:13, 67:15
- Veterans, 4:5, 8:2, 15:8, 22:6, 34:2, 83:1
- Welfare benefits, 67:15

SINGLE SITE OF EMPLOYMENT

- Worker Adjustment and Retraining Notification Act, 46:1, 47:3, 48:2, 49:1, 49:2, 50:6, 50:8

SLEEPING

- Work rules, 4:5

SMOKING

- Discrimination, 4:2, 4:12, 7:1, 10:7, 15:9, 22:4, 22:6, 34:2, 67:15, 121:1
- Workplace safety, 15:9

SOCIAL SECURITY

- Backpay, 4:4, 21:9, 117:1, 118:10
- Common law, 2:1, 20:1, 34:1, 67:5, 67:8, 67:34, 67:37, 67:45, 67:50, 69:4, 117:1
- Cost-of-living increases, 67:7
- Death benefits, 2:1, 67:5, 67:8, 67:32, 67:34, 67:45
- Deductions, 20:1, 67:5, 67:8, 67:60
- Early retirement benefits, 67:5, 67:8, 67:32, 67:34
- Employer, 2:1, 3:1, 3:2, 3:12, 4:4, 7:1, 15:6, 15:8, 20:1, 21:9, 21:10, 34:1, 34:2, 67:5, 67:7, 67:8, 67:30, 67:32, 67:34, 67:37, 67:45, 67:50, 67:60, 67:61, 69:4, 75:2, 75:17, 76:10, 83:7, 83:11, 117:1, 117:2, 118:10
- Employment, 2:1, 3:1, 3:2, 3:12, 4:4, 7:1, 12:5, 12:7, 15:6, 15:8, 18:5, 18:7, 20:1, 21:9, 21:10, 26:7, 26:9, 34:1, 34:2, 67:5, 67:7, 67:8, 67:30, 67:32, 67:34, 67:45, 67:50, 67:60, 67:61, 68:6, 68:8, 69:4, 75:2, 75:17, 76:10, 80:6 to 83:7, 83:11, 117:1, 117:2, 118:10, 120:7, 120:8
- Life insurance, 2:1, 67:5, 67:8, 67:30, 67:32, 67:34, 67:37, 67:45, 67:50, 67:60, 67:61, 69:4, 75:17
- National Labor Relations Board, 67:37
- Suspension of benefits, 67:30, 67:32, 67:45
- Taxation, 34:1, 34:2, 67:34, 117:2
- Termination of benefits, 67:45
- Wages, 2:1, 3:1, 21:9, 34:1, 67:5, 67:8, 67:30, 67:34, 67:37, 67:60, 75:2, 75:17

SOCIAL WORKERS

Compensation, 3:12

SOLE PROPRIETORSHIP

National Labor Relations Act, 67:5
Unions, 67:5, 67:16

SOLE SHAREHOLDERS

Employee Retirement Income Security Act, 67:13

SOLICITOR OF LABOR

Department of Labor, 115:4

SOUTH CAROLINA

Affirmative action plans, 8:1
At-will employment, 76:1, 79:3
Compensation, 8:1, 67:3, 67:45, 76:1
Conditions of employment, 76:1, 79:3
Dispute, 67:3, 67:45, 76:1, 79:3
Employment practices, 8:1, 76:1
Exemptions, 67:3
Fringe benefits, 67:45
Life insurance, 67:3, 67:45
National origin discrimination, 8:1
Notice, 8:1, 47:4, 67:45, 79:3
Pregnancy discrimination, 8:1
Race discrimination, 8:1
Remedies, 8:1, 67:45, 76:1
Reports, 8:1, 67:45
Termination of employment, 76:1
Terms, 8:1, 67:3, 67:45, 79:3
Unemployment compensation, 8:1
Vacations, 67:45

SOUTH DAKOTA

Compensation, 76:10
Harassment, 76:10
Health insurance, 70:1
Life insurance, 67:55
Notice, 70:1
Remedies, 76:10
Termination of employment, 70:1
Terms, 76:10

SPEECHES

Unions, 15:9

SPURIOUS CORRELATION

Statistics, 4:12

STANDARD DEVIATIONS

Statistical evidence, 4:12

STANDARDS

Labor-Management Reporting and Disclosure Act, 67:58

STATISTICAL EVIDENCE

Discipline, 4:4, 4:5, 4:12, 15:13, 22:2, 22:6 to 22:8, 57:13
Disparate impact cases, 22:9
General discussion, 10:4
Multiple regression analysis, 4:12, 22:8
Relevant labor market, 3:16
Significant statistical disparity, 4:12
Standard deviations, 4:12
Termination of employment, 22:7, 67:8

STATISTICAL SIGNIFICANCE

Generally, 4:9, 4:12
Statistics, 4:9, 4:12

STATISTICALLY SIGNIFICANT

Statistics, 4:10, 4:12, 22:8, 22:9

STATISTICS

Regression, 4:12, 14:3, 15:5, 22:6, 22:8, 22:9

STATUS QUO

Unions, 67:23

STOCK OPTIONS

Accounting, 67:8
At-will employment, 75:7, 75:10
Option, 67:7, 67:8, 67:32, 75:7
Stock, 3:12, 10:5, 21:9, 60:1, 67:7, 67:8, 67:32, 75:7, 75:10
Termination of employment, 67:7, 67:8, 75:10

STORAGE

Agricultural employees, 76:2

STORES

Unions, 10:7, 14:3, 67:5, 67:8, 67:16, 67:23, 67:40, 67:58, 75:10, 121:1

STRIKES

Aliens, 14:3

INDEX

STRIKES—Cont'd

Group insurance, **67:8**
Worker Adjustment and Retraining
Notification Act, **50:10, 67:8**

STUDENTS

Agriculture, **8:2, 15:8, 83:8**
Garnishment, **76:2**
Loans, **8:2**

SUBJECT MATTER

JURISDICTION

Complaints, **3:1, 3:16, 7:1, 12:5, 26:7**
Retirement plans, **67:34, 67:53**

SUBJECTIVE EVIDENCE

Unions, **67:8**

SUBMISSION

Collective bargaining agreements,
15:8, 67:5
Federal employment, **4:5**
National Labor Relations Board,
67:37, 67:39

SUBORDINATES

Employment practices, **4:2, 4:5, 8:1, 15:5, 15:9, 22:6, 22:7, 27:1**

SUBPOENAS

Aliens, **2:1, 3:2**
Equal Pay Act, **30:9, 30:13, 118:5**
Executive Order 11246, **115:12**
Federal employment, **2:1**
Polygraph tests, **100:4**

SUBSCRIPTIONS

Benefits, **75:2**

SUBSTANTIAL EVIDENCE

National Labor Relations Board, **76:2**

SUCCESSOR LIABILITY

Retirement plans, **67:57**

SUGGESTIONS

Benefits, **6:3, 8:2, 15:9, 22:6, 34:2, 35:1, 67:8, 116:1**
Overtime pay, **15:9**

SUMMARY JUDGMENT

Business necessity defense, **34:1, 36:4**

SUMMARY JUDGMENT—Cont'd

Disputed facts, **15:22, 67:45**
Intent, **2:1, 3:1, 3:4, 3:12, 3:14, 3:16, 3:18, 4:1 to 4:6, 4:9, 4:12, 4:17, 5:1, 6:1, 6:4, 6:8, 7:1, 8:2, 9:1, 10:7, 11:1, 15:9, 15:11, 15:13, 15:22, 15:24, 16:1, 21:12, 22:4, 22:6 to 22:8, 22:10, 29:7, 29:12, 29:14, 49:1, 49:2, 49:4, 55:2, 57:13, 59:1, 62:1, 67:8, 67:15, 67:17, 67:20, 67:40, 67:41, 67:45, 67:46, 73:2, 75:10, 76:1, 76:2, 76:9, 79:3, 117:3, 119:1**

Labor Management Relations Act,
49:3, 67:8

Magistrates, **21:1**

Motive, **1:2, 3:12, 3:14, 3:16, 3:18, 4:1, 4:2, 4:4, 4:5, 4:12, 4:18, 6:1, 8:1, 8:2, 15:9, 15:11 to 15:13, 15:22, 16:1, 22:4, 22:6 to 22:8, 22:10, 34:1, 35:1, 57:13, 67:8, 67:15, 67:17, 67:45, 75:10, 76:2, 76:9, 104:1, 118:8, 118:11**

National Labor Relations Board, **76:2**

Partial summary judgment, **20:5, 21:2, 28:3, 73:7, 75:14, 118:5**

Retaliation cases, **3:14**

SUMMARY PLAN DESCRIPTIONS

Group insurance, **67:5, 67:8, 67:45**

SUPREME COURT

Labor Management Relations Act,
67:8

National Labor Relations Act, **7:1, 67:5, 67:58, 67:60**

National Labor Relations Board,
22:15, 67:37, 67:39, 67:58, 76:2

SUSPENSION

Federal employment, **4:3, 4:5, 8:2**

Medical benefits, **67:23**

Social security benefits, **67:30**

Unions, **10:7, 14:3, 15:9, 15:11, 15:13, 67:16, 67:23**

TAXATION

Annuities, **67:53**

Front pay, **34:1**

Garnishment, **67:34, 67:53, 76:2**

TAXATION—Cont'd

Health maintenance organizations,
67:53
Liquidated damages, 76:2
Preemption, 67:34, 67:53, 76:2
Punitive damages, 34:1, 34:2, 67:53,
76:2
Social security, 34:1, 34:2, 67:34,
117:2
Termination of employment, 67:53,
76:2

TEACHERS

Aliens, 2:1, 15:22, 67:10, 118:2
Compensation, 2:1, 2:2, 4:5, 15:8,
15:9, 15:11, 20:5, 67:8, 67:10,
67:21, 67:36, 67:40, 67:45,
67:50, 76:10, 118:11, 120:4
Family and Medical Leave Act,
15:13, 57:5

TECHNICAL ASSISTANCE

Polygraph tests, 100:4

TECHNICIANS

National Labor Relations Act, 67:5

TELECOMMUNICATIONS

National Labor Relations Board,
67:37, 67:39

TELEPHONE

Companies, 3:11, 3:14, 4:2, 4:4, 4:5,
4:10, 8:2, 21:11, 22:6 to 22:8,
35:1, 57:13, 67:5, 67:7, 67:8,
67:15, 67:16, 67:20, 67:23,
67:37, 67:39, 67:45, 67:50,
67:53, 75:6, 76:1, 76:2, 76:8,
117:1, 117:2

TELEVISION

Unions, 15:9, 67:8, 67:40, 75:10

TENNESSEE

Affirmative action plans, 4:3
Age Discrimination in Employment
Act, 20:2, 21:9, 22:4, 22:6 to
22:8, 22:10, 22:12
Age discrimination, 4:12, 20:2, 21:9,
22:4, 22:6 to 22:8, 22:10,
22:12, 57:13, 67:53, 76:2
Appeals, 1:4, 3:14, 3:18, 4:3, 4:5,
4:18, 9:3, 15:8, 15:11, 15:21,

TENNESSEE—Cont'd

16:1, 21:9, 22:4, 22:8, 22:10,
34:2, 55:1, 57:13, 67:8, 67:16,
76:2
Assignments, 4:3, 4:12, 15:8, 22:6 to
22:8, 22:10, 34:2, 67:8, 67:40,
67:53
At-will employment, 15:8, 15:11,
16:1, 76:2
Certificates, 67:8
Compensation, 4:3, 4:5, 4:12, 4:18,
15:8, 15:11, 15:21, 21:9, 22:6,
22:7, 34:2, 37:1, 55:1, 63:2,
67:8, 67:30, 67:40, 67:53,
67:60, 76:2
Complaints, 3:14, 3:18, 4:5, 4:12,
4:18, 15:8, 22:4, 22:6, 22:8,
22:10, 34:2, 67:8, 76:2, 83:8
Conciliation, 1:4, 3:6, 9:3, 22:8
Conditions of employment, 3:14, 4:3,
22:4, 22:6, 22:10, 83:8
Court proceedings, 15:23, 76:2
Employment practices, 1:4, 4:5,
15:8, 22:6, 22:7, 83:2
Equal pay, 4:18
Evidence, 1:4, 3:6, 3:14, 3:18, 4:3,
4:5, 4:12, 4:18, 15:6, 15:8,
15:11, 15:21, 15:23, 16:1, 21:9,
22:4, 22:6 to 22:8, 22:10,
22:12, 34:2, 37:1, 55:1, 57:13,
67:8, 67:16, 67:40, 67:42,
67:53, 67:60, 76:2, 83:8
Exemptions, 22:4, 67:8, 67:40,
67:60, 76:2
Family leave, 55:1
Federal preemption, 67:53, 76:2
Garnishment, 67:30, 67:40, 67:53,
76:2
Harassment, 3:6, 3:14, 3:18, 4:3, 4:5,
4:12, 4:18, 15:6, 15:8, 15:11,
15:23, 16:1, 21:9, 22:4, 22:6 to
22:8, 22:10, 34:2, 67:30, 76:2,
83:8
Hearings, 3:18, 15:8, 15:11, 15:21
Hiring practices, 4:12
Holidays, 67:8
Investigations, 4:5, 15:8, 22:6, 67:16
Jury duty, 76:2
Life insurance, 4:3, 67:8, 67:30,
67:40, 67:53, 67:60

INDEX

TENNESSEE—Cont'd

Mandatory retirement, 15:8, 20:2, 22:6 to 22:8, 22:12
Medical benefits, 67:8, 67:53
Notice, 1:4, 3:6, 3:14, 3:18, 4:3, 4:5, 4:12, 4:18, 9:3, 15:8, 15:11, 20:2, 22:6, 22:7, 34:2, 37:1, 37:28, 55:1, 57:13, 61:2, 63:2, 67:8, 67:16, 67:40, 67:53, 67:60, 74:2, 76:2, 90:1, 91:1
Overtime pay, 4:3, 15:8, 21:9, 55:1, 76:2
Permits, 3:18, 15:11, 22:8, 55:1, 57:13, 67:8, 67:40, 67:53, 67:60, 76:2
Pregnancy discrimination, 4:5, 76:2
Privacy, 15:6, 15:8, 22:12, 67:8, 67:53, 76:2
Private rights, 76:2
Privileges of employment, 4:3
Race discrimination, 3:14, 4:3, 4:5, 4:12, 16:1
Religious discrimination, 4:3
Remedies, 1:4, 3:6, 3:14, 4:18, 9:3, 15:8, 15:11, 15:21, 20:2, 21:9, 22:6, 22:7, 37:28, 55:1, 63:2, 67:40, 67:53, 67:60, 76:2, 83:2, 90:1
Rest breaks, 37:1
Sanctions, 4:5, 4:12, 15:8, 22:8, 90:1
Seniority systems, 1:4
Sex discrimination, 1:4, 3:14, 4:3, 4:5, 4:12, 4:18, 22:10, 55:1, 57:13, 76:2
State statutes, 22:12, 67:53
Termination of employment, 22:7, 67:8, 67:53, 76:2, 90:1
Terms, 3:14, 4:3, 4:5, 4:12, 15:8, 15:11, 20:2, 21:9, 22:4, 22:6 to 22:8, 22:10, 34:2, 67:8, 67:16, 67:30, 67:40, 67:42, 67:53, 67:60, 74:2, 76:2, 90:1, 91:1
Unemployment compensation, 4:12, 4:18, 15:21, 21:9, 55:1, 67:53, 76:2
Vacation pay, 4:3, 15:6, 67:53, 76:2, 83:8

TERMINATION

Acquisitions, 34:2, 35:1, 37:1, 67:37

TERMINATION—Cont'd

Attendance problems, 4:3
Attitude problems, 4:5
Audits, 4:12, 15:9, 15:11, 67:16, 67:20, 67:41, 76:11
Backpay, 4:4, 8:2, 10:4, 21:9, 109:1, 118:11
Burden of proof, 3:14, 3:16, 4:18, 6:3, 7:1, 8:1, 8:2, 10:7, 14:3, 15:8, 15:16, 21:9, 22:6, 29:1, 34:2, 35:1, 46:1, 50:10, 50:17, 57:13, 67:8, 67:15, 67:17, 67:20, 67:35, 67:37, 67:45, 67:46, 70:1, 75:16, 76:4, 121:1
Cause, 1:4, 3:1, 3:9, 3:12, 3:14, 3:16, 3:18, 4:2 to 4:5, 4:9, 4:12, 4:17, 4:18, 5:1, 6:1, 6:3, 6:4, 7:1, 8:1 to 9:1, 10:4, 10:7, 14:2, 14:3, 15:6, 15:8, 15:9, 15:11 to 15:13, 15:16, 15:20 to 15:22, 16:1, 18:1, 21:2, 21:3, 21:6, 21:9, 21:12, 22:1, 22:2, 22:4, 22:6 to 22:8, 22:14, 22:15, 26:12, 28:4, 33:3, 34:1 to 37:1, 45:3, 46:1, 49:1, 49:2, 50:8, 53:1, 54:4, 55:2, 57:13, 61:3, 67:4, 67:5, 67:7, 67:8, 67:12 to 67:15, 67:17, 67:20, 67:23, 67:32, 67:34, 67:35, 67:37, 67:39 to 67:41, 67:45, 67:46, 67:50, 67:53, 67:57, 67:59, 67:60, 69:3, 69:4, 70:1, 73:1 to 73:3, 74:1 to 74:3, 75:1, 75:2, 75:5, 75:6, 75:9, 75:10, 75:12, 75:14 to 75:16, 76:1, 76:2, 76:4, 76:6, 76:8 to 76:11, 77:3, 77:6, 77:7, 79:1 to 79:5, 80:2, 80:3, 80:5 to 80:7, 83:5, 83:8, 83:10, 83:11, 89:3, 90:1, 91:1, 96:3, 104:1, 108:1, 108:5, 108:6, 109:1, 110:2, 112:3, 112:13, 118:8, 121:1, 122:1
Compensation terms, 75:8
Consideration, 3:1, 3:14, 3:16, 3:18, 4:3 to 4:5, 4:9, 4:12, 4:16, 6:1, 6:4, 7:1, 8:2, 10:5, 15:8, 15:9, 15:13, 15:16, 15:19, 15:21 to 15:24, 21:6, 22:2, 22:4, 22:6, 22:7, 22:14, 22:15, 26:1, 26:11, 26:12, 34:1 to 37:1, 46:1, 67:4, 67:5, 67:8, 67:16, 67:17, 67:20,

TERMINATION—Cont'd

67:23, 67:35, 67:37, 67:39,
67:41, 67:45, 67:46, 67:53,
67:58, 67:60, 67:61, 73:2, 74:1
to 75:2, 75:6, 75:7, 75:10,
75:12, 75:14 to 75:16, 76:8,
76:11, 80:5, 80:7, 83:1, 110:2,
111:7, 112:3
Conspiracy, 3:1, 3:12, 4:5, 6:3, 8:1,
13:3, 15:6, 15:9, 15:21, 16:1,
18:1, 22:7, 67:8, 67:15, 67:19,
67:20, 67:53, 73:2, 76:1, 76:2,
76:8, 77:3
Constructive discharge, 3:1, 3:16,
4:17, 6:3, 6:4, 10:7, 14:3, 15:8,
15:9, 15:11, 15:13, 21:3, 22:6,
22:10, 50:8, 53:1, 57:13, 64:1,
67:15, 67:30, 67:40, 73:2, 74:3,
75:12, 76:2, 76:8, 83:8, 83:10,
118:8, 118:11
Customers, 4:4, 4:5, 5:1, 6:1, 6:4,
7:1, 21:6, 21:8, 22:6, 35:1,
67:5, 67:8, 67:16, 67:17, 67:41,
67:45, 67:53, 75:3, 75:6, 76:2,
76:10, 76:13, 78:4
Damages, 1:4, 3:1, 3:9, 3:12, 3:16,
3:18, 4:2 to 4:5, 4:12, 4:17, 6:2,
9:1, 10:4, 10:5, 10:7, 14:3,
15:8, 15:9, 15:11, 15:13, 15:16,
15:21 to 15:24, 16:1, 18:1,
20:1, 21:2, 21:8, 21:9, 21:11,
22:4, 25:8, 25:9, 26:11, 26:12,
28:4, 29:11, 29:14, 34:1 to 46:1,
48:1, 49:1 to 49:3, 55:1, 56:1,
57:12, 57:13, 63:2, 64:1, 67:5,
67:8, 67:15, 67:17, 67:20,
67:23, 67:34, 67:37, 67:39 to
67:41, 67:49, 67:50, 67:53,
67:59, 67:60, 69:3, 70:1, 73:1,
73:2, 73:6, 73:7, 74:3, 75:2,
75:5 to 75:8, 75:10, 75:12,
75:14, 75:17, 76:1 to 76:4,
76:6, 76:8, 76:10, 76:11, 77:3,
77:5, 77:7, 79:1, 79:5, 80:4 to
80:6, 83:1, 83:11, 104:1, 118:8,
118:11, 121:1, 122:1
Defined benefit plans, 67:20, 67:30,
67:32, 67:57
Defined contribution plans, 67:7,
67:32
Disclaimers, 74:2, 75:1, 75:10,
75:16, 76:6, 79:1 to 79:5

TERMINATION—Cont'd

Elimination of position, 3:14
Employee Retirement Income Secu-
rity Act, 22:1, 50:8, 66:2 to
67:2, 67:4, 67:5, 67:7, 67:8,
67:12 to 67:17, 67:19, 67:20,
67:23, 67:24, 67:30 to 67:32,
67:34, 67:35, 67:37, 67:39 to
67:41, 67:45, 67:46, 67:49,
67:50, 67:53, 67:57 to 67:61,
68:7, 74:3, 75:2
Endangering health and safety, 83:1
Errors, 3:18, 4:4, 4:5, 4:16, 15:8,
15:9, 15:21, 22:4, 22:7, 67:8,
67:15, 67:20, 67:23, 67:34,
67:35, 67:37, 67:39, 67:45,
67:50, 118:8
Evidence, 1:4, 3:1, 3:9, 3:12, 3:14,
3:16, 3:18, 4:2 to 4:5, 4:9, 4:12,
4:16 to 4:18, 5:1, 6:1, 6:3, 6:4,
7:1, 8:1 to 9:1, 10:4, 10:5, 10:7,
14:1 to 14:3, 15:6, 15:8, 15:9,
15:11 to 15:13, 15:16, 15:21 to
15:23, 16:1, 20:1, 21:2, 21:3,
21:6, 21:8, 21:9, 21:11, 21:12,
22:2, 22:4, 22:6 to 22:8, 22:10,
22:14, 25:9, 26:12, 29:11,
29:14, 34:1 to 35:1, 37:1, 46:1,
49:2, 55:1 to 56:1, 57:12,
57:13, 59:1, 64:1, 67:5, 67:7,
67:8, 67:15 to 67:17, 67:20,
67:23, 67:24, 67:32, 67:34,
67:35, 67:37, 67:39 to 67:41,
67:45, 67:46, 67:49, 67:50,
67:53, 67:57, 67:59 to 67:61,
69:3, 69:4, 70:1, 73:2, 73:6,
73:7, 74:3, 75:2, 75:4, 75:6 to
75:8, 75:10, 75:12, 75:14 to
75:17, 76:1, 76:2, 76:4, 76:6,
76:8 to 76:11, 76:13, 79:2 to
80:3, 83:4, 83:5, 83:7, 83:8,
83:10, 83:11, 94:1, 104:1,
108:1, 115:2, 118:7, 118:8,
118:11, 121:1
Fair dealing, 3:14, 8:1, 15:8, 22:1,
67:53, 73:1, 73:2, 74:4, 75:1,
75:8, 75:9, 75:11, 75:12, 75:14,
75:17, 76:1, 76:2, 76:7, 76:11,
77:6, 80:3
Federal employment, 4:3, 4:5, 8:2,
20:1, 111:2
Fighting, 6:4, 15:9

INDEX

TERMINATION—Cont'd

Forum, 3:1, 4:4, 4:16, 4:18, 6:3, 9:1, 15:9, 15:21, 15:22, 21:3, 67:4, 67:39, 67:41, 67:45, 67:53, 73:6, 75:7, 75:8, 76:2, 80:6

Fraud, 3:12, 4:4, 4:16, 8:1, 15:8, 15:9, 15:20, 22:7, 22:14, 22:15, 49:3, 50:8, 67:5, 67:8, 67:15 to 67:17, 67:19, 67:20, 67:23, 67:34, 67:37, 67:40, 67:41, 67:50, 67:53, 67:60, 70:1, 73:1, 73:2, 74:4, 75:7, 75:10, 75:12, 75:15, 76:2, 76:4, 76:6, 76:8, 76:11, 79:3, 80:4 to 80:6, 80:8

Front pay, 3:16, 4:12, 10:4, 10:7, 15:16, 21:8 to 25:9, 26:12, 29:11, 34:1, 55:1, 64:1, 67:15, 67:37, 73:1, 75:17, 76:1, 77:7, 79:5, 118:11

General discussion, 10:4

Good faith and fair dealing, 8:1, 15:8, 22:1, 67:53, 73:1, 73:2, 74:4, 75:1, 75:8, 75:9, 75:11, 75:12, 75:14, 75:17, 76:1, 76:2, 76:7, 76:11, 77:6, 80:3

Illegal conduct, 4:12, 10:7, 15:22, 21:9, 22:8, 67:20, 76:2, 76:6

Insubordination, 3:1, 4:3 to 4:5, 4:17, 8:1, 8:2, 10:4, 10:7, 15:8, 15:9, 15:11, 15:21, 15:22, 22:7, 22:8, 22:10, 67:15, 69:4, 75:10, 76:2

Intent to discriminate, 6:4, 10:7, 22:4

Intentional infliction of emotional distress, 3:9, 9:1, 67:53, 73:2, 76:1 to 76:3, 76:8, 118:8

Interference with contractual relations, 76:9

Internal Revenue Service, 67:34, 67:45, 76:8

Intolerable working conditions, 15:8, 57:13, 64:1, 76:2

Invasion of privacy, 3:12, 8:2, 22:1, 67:8, 67:53, 73:2, 74:4, 76:1, 76:4, 76:8, 76:10

Labor Department, 67:5, 67:20

Legitimate expectations, 4:3, 14:3, 15:8, 22:6 to 67:8

Length of service, 4:3, 22:6, 22:7, 59:1, 67:5, 67:8, 67:20, 75:10

TERMINATION—Cont'd

Level of performance, 4:5

Lost earnings, 67:53, 75:17

Malicious prosecution, 8:1, 15:8, 73:2, 76:4

Mergers, 22:6, 22:7, 67:17, 67:32

Mitigation of damages, 10:4, 34:1

Motives, 3:9, 3:14, 3:16, 3:18, 4:2, 4:4, 4:5, 4:12, 7:1, 8:2, 14:3, 15:6, 15:9, 15:16, 15:22, 20:1, 21:12, 22:2, 22:6, 22:8, 67:14 to 67:16, 67:50, 76:2, 76:8

Multiemployer Plans, 67:2, 67:17, 67:30, 67:37, 67:40

Negligent discharge, 76:11

Negligent infliction of emotional distress, 22:1, 73:2, 74:4, 75:7, 76:1 to 76:3, 76:8

Nominal damages, 10:7, 14:3, 15:16, 55:1, 76:4, 118:11

Partial termination, 67:16

Payment of compensation, 75:15

Pension Benefit Guaranty Corporation, 67:2, 67:4, 67:5, 67:7, 67:13, 67:16, 67:17, 67:23, 67:34, 67:50

Performance appraisals, 3:1, 22:7, 22:8

Performance standards, 22:6, 25:8, 57:13, 73:1, 83:10

Permanent employment, 50:10, 75:10, 75:15

Pleadings, 3:1, 3:9, 3:12, 3:14, 4:2, 4:18, 14:2, 15:22 to 15:24, 16:1, 67:5, 67:17, 67:20, 67:37, 67:46, 67:50, 67:53, 73:7, 76:2

Prima facie case, 3:9, 3:12, 3:14, 3:16, 3:18, 4:2 to 4:5, 4:9, 4:12, 5:1, 6:1, 6:4, 7:1, 8:2, 14:3, 15:24, 20:1, 21:6, 21:11, 21:12, 22:2, 22:4, 22:6 to 22:8, 22:10, 29:1, 29:14, 34:1 to 35:1, 37:1, 55:2, 57:12, 57:13, 64:1, 67:5, 67:15, 73:2, 76:2, 76:4, 76:9, 76:13, 83:8, 83:11, 104:1, 121:1

Privacy, 3:12, 4:4, 5:1, 6:3, 7:1, 8:1 to 13:3, 15:6, 15:8, 15:13, 15:22, 15:24, 21:11, 22:1, 67:4, 67:8, 67:53, 73:2, 74:3, 74:4,

TERMINATION—Cont'd

76:1, 76:2, 76:4, 76:8, 76:10, 121:1

Promissory estoppel, 22:1, 67:8, 67:53, 73:1 to 74:2, 74:4, 75:1, 75:9, 75:10, 75:14, 75:15, 75:17, 76:2, 76:6, 76:11, 77:6, 77:7, 79:3, 80:4, 80:8

Promotion policies, 3:1, 22:10

Protective orders, 3:12

Punitive damages, 1:4, 3:16, 3:18, 4:2, 10:4, 10:7, 14:3, 15:13, 15:16, 15:21, 18:1, 20:1, 21:8, 21:11, 25:9, 34:1 to 46:1, 49:3, 55:1, 57:12, 64:1, 67:37, 67:49, 67:50, 67:53, 69:3, 73:2, 73:7, 75:7, 75:17, 76:1, 76:2, 76:4, 77:7, 79:5, 80:4, 83:1, 104:1, 118:8, 118:11, 121:1, 122:1

Reinstatement, 3:16, 4:2 to 4:4, 4:16, 4:17, 6:1, 6:3, 8:1, 9:1, 10:4, 15:8, 15:9, 15:11, 15:16, 15:20, 18:1, 21:9, 22:4, 22:6, 22:7, 22:10, 26:12, 29:11, 34:1 to 55:2, 57:13, 59:1, 63:1 to 64:1, 67:5, 67:15, 67:35, 67:37, 67:49, 67:50, 73:1, 73:5, 75:4, 75:7, 75:10, 75:17, 76:1 to 77:3, 77:7, 80:4, 83:1, 104:1, 108:1, 122:1

Remedies, 1:4, 3:1, 3:12, 3:14, 4:4, 4:9, 4:17, 4:18, 6:3, 8:1 to 9:1, 10:4, 10:5, 10:7, 15:8, 15:11, 15:13, 15:16, 15:19, 15:21, 21:2 to 21:4, 21:9, 22:1, 22:2, 22:6, 22:7, 29:11, 34:1, 46:1, 50:8, 55:1, 63:2, 67:5, 67:17, 67:20, 67:34, 67:35, 67:37, 67:39 to 67:41, 67:45, 67:49, 67:50, 67:53, 67:57, 67:58, 67:60, 67:61, 69:3, 73:1, 73:2, 75:6 to 75:9, 76:1 to 76:13, 77:7, 83:1, 83:11, 83:13, 90:1, 92:1, 109:1, 110:2, 112:3, 115:18, 121:1, 122:1

Settlement, 3:1, 3:9, 3:12, 3:16, 3:18, 4:4, 4:5, 4:16, 4:18, 8:2, 9:1, 14:3, 15:6, 15:8, 15:21, 21:6, 21:9, 22:7, 22:14, 25:9, 26:1, 26:11 to 29:11, 29:14, 34:1, 46:1, 49:2, 49:3, 67:5, 67:8,

TERMINATION—Cont'd

67:16, 67:17, 67:20, 67:23, 67:34, 67:37, 67:39, 67:40, 67:49, 67:50, 67:53, 67:57, 67:61, 73:5 to 73:7, 76:1, 76:10, 77:3, 77:6, 77:7, 78:1, 78:6, 79:3, 83:1, 108:1, 118:8, 118:11

Spin-off, 67:5, 67:20, 67:23

State law, 3:9, 3:14, 3:16, 4:4, 4:5, 4:18, 5:1, 6:1, 6:3, 7:1, 8:2, 10:4, 10:7, 14:3, 15:6, 15:8, 15:9, 15:11, 15:13, 15:16, 15:19, 15:20, 15:22, 15:23, 20:1, 21:6, 21:8, 21:9, 21:11, 22:1, 22:8, 22:15, 49:3, 61:3, 67:5, 67:13, 67:15, 67:17, 67:19, 67:23, 67:32, 67:34, 67:37, 67:39 to 67:41, 67:45, 67:50, 67:53, 67:57, 67:60, 67:61, 69:3, 69:4, 76:1 to 90:1, 118:8, 118:11, 121:1, 122:1

Substitution, 3:9, 3:16, 7:1, 22:2, 55:2, 61:2, 76:2

Suspension, 3:1, 3:16, 4:2 to 4:5, 4:9, 6:3, 8:2, 10:7, 14:3, 15:8, 15:9, 15:11, 15:13, 15:16, 15:21, 15:22, 21:3, 22:6, 22:7, 34:2, 56:1, 57:13, 67:16, 67:23, 67:30, 67:32, 67:45, 75:7, 75:12, 76:2, 90:1, 91:1, 92:1, 94:1, 95:4, 96:3, 115:18

Tax, 1:4, 3:12, 3:16, 4:2 to 4:5, 4:9, 4:12, 4:17, 6:3, 7:1, 10:4, 10:7, 12:6, 15:6, 15:8, 15:9, 15:13, 15:16, 15:22, 18:6, 20:1, 21:8, 21:9, 21:11, 25:9, 26:8, 29:14, 34:1, 53:1, 67:5, 67:7, 67:8, 67:13, 67:15, 67:16, 67:19, 67:20, 67:30, 67:32, 67:34, 67:35, 67:37, 67:39 to 67:41, 67:45, 67:46, 67:49, 67:50, 67:53, 67:57, 67:60, 67:61, 68:7, 69:3, 74:3, 75:2, 76:2, 80:9, 118:8

Timing, 3:1, 3:12, 3:14, 4:3, 4:4, 4:12, 4:18, 6:1, 6:4, 7:1, 8:2, 14:1, 14:3, 15:8, 15:9, 15:11, 15:12, 15:19, 15:22 to 15:24, 22:4, 22:10, 35:1, 55:2, 57:13, 61:3, 63:2, 67:5, 67:8, 67:16, 67:17, 67:20, 67:23, 67:32,

INDEX

TERMINATION—Cont'd

67:35, 67:37, 67:49, 67:50,
69:3, 73:1, 73:7, 75:2, 75:10,
75:15, 76:2

Uniformed Services Employment and
Reemployment Rights Act,
67:60

Unworthy of belief, 3:14, 4:3, 4:5

Wrongful termination, 4:12, 10:5,
14:1 to 14:3, 15:20, 15:21,
22:10, 67:8, 67:41, 67:53, 69:3,
73:1 to 73:7, 74:1 to 74:4, 75:1
to 75:17, 76:1 to 76:13, 77:1 to
77:7, 78:1 to 78:6, 79:1 to 79:5,
80:1 to 80:9, 90:1, 118:7, 118:8

TERMS OF EMPLOYMENT

Age Discrimination in Employment
Act, 20:2, 22:6

Defamation, 80:4

Defined, 35:1

Equipment, 22:6

Language, 35:1, 75:16

Services, 22:6, 35:1

Title VII, 22:6, 35:1

TESTS

Disparate impact, 4:2, 4:5, 4:8 to
4:11, 15:14, 22:8, 22:9, 35:1,
121:1

TEXAS

Age Discrimination in Employment
Act, 3:11, 3:12, 10:7, 15:13,
20:1, 21:5, 21:8, 21:9, 21:13,
22:4 to 22:8, 22:10, 22:12,
22:13, 22:15, 117:2

Age discrimination, 3:11, 3:12, 4:4,
4:12, 10:7, 15:13, 20:1, 21:5,
21:8, 21:9, 21:13, 22:4 to 22:8,
22:10, 22:12, 22:13, 22:15,
57:13, 67:53, 76:2, 117:2,
118:11, 120:4

Agricultural employees, 76:2

Assignments, 2:1, 3:11, 3:12, 3:16,
4:3, 4:12, 4:17, 6:1, 6:3 to 6:5,
7:1, 8:2, 14:3, 15:8, 15:9,
15:12, 15:13, 22:6 to 22:8,
22:10, 34:2, 67:8, 67:23, 67:34,
67:40, 67:53, 76:8

TEXAS—Cont'd

At-will employment, 3:16, 15:8,
15:11, 15:13, 75:7, 75:14, 76:1,
76:2, 76:9, 76:11, 79:3

Blacklisting, 8:1, 15:9, 22:10, 76:9

Certificates, 67:8

Citizenship discrimination, 2:1

Compensation, 2:1, 3:1, 3:11, 3:12,
3:16, 4:3 to 4:6, 4:12, 4:17, 6:4,
6:8, 8:1, 8:2, 10:7, 14:3, 15:8,
15:9, 15:11, 15:16, 20:1, 21:5,
21:9, 22:6, 22:7, 22:15, 29:10,
34:2, 37:1, 46:1, 55:1, 56:1,
61:3, 66:1, 67:8, 67:10, 67:23,
67:34, 67:38, 67:40, 67:45,
67:50, 67:53, 67:60, 75:7, 76:1,
76:2, 76:8, 76:11, 109:1, 111:2,
117:2, 118:11, 120:4

Conditions of employment, 2:1, 3:12,
3:14, 3:16, 4:3, 4:17, 6:3 to 6:5,
8:2, 14:3, 15:9, 22:4, 22:6,
22:10, 67:23, 76:1, 79:3, 83:8

Constitutionality, 10:7, 14:3, 15:16,
15:22, 111:5, 111:9

Court proceedings, 15:9, 67:38, 76:2

Credits, 21:9, 67:23, 67:40, 67:53

Employment practices, 3:11, 3:12,
3:16, 4:5, 6:1, 7:1, 8:1, 15:8,
15:9, 15:13, 22:6, 22:7, 76:1

Evidence, 2:1, 3:1, 3:11, 3:12, 3:14,
3:16, 3:18, 4:3 to 4:7, 4:12,
4:17, 6:1, 6:3 to 6:5, 6:8, 7:1,
8:1, 8:2, 10:7, 14:3, 15:8, 15:9,
15:11 to 15:13, 15:16, 15:22,
20:1, 21:8, 21:9, 21:13, 22:4 to
22:8, 22:10, 22:12, 29:10, 34:2,
37:1, 46:1, 55:1 to 56:1, 57:8,
57:13, 62:1, 67:8, 67:23, 67:34,
67:40, 67:45, 67:50, 67:53,
67:59, 67:60, 70:1, 75:7, 75:14,
76:1, 76:2, 76:8, 76:9, 76:11,
79:3, 83:8, 83:11, 117:2, 118:2,
118:9, 118:11, 120:4

Exemptions, 7:1, 15:13, 20:1, 21:8,
22:4, 67:8, 67:40, 67:60, 75:7,
76:2

Federal contractors, 111:5

Form of payment, 6:5, 20:1, 67:34

Fringe benefits, 2:1, 3:1, 3:11, 4:3,
10:7, 15:8, 15:13, 15:16, 21:8,

TEXAS—Cont'd

21:9, 22:6, 46:1, 67:8, 67:10,
67:45, 117:2
Garnishment, 67:34, 67:40, 67:50,
67:53, 76:2
Handicapped persons, 83:8
Harassment, 2:1, 3:1, 3:11, 3:12,
3:14, 3:16, 3:18, 4:3 to 4:5,
4:12, 4:17, 6:1, 6:3 to 6:5, 7:1,
8:1, 8:2, 10:7, 14:3, 15:8, 15:9,
15:11 to 15:13, 15:16, 15:22,
21:8, 21:9, 22:4, 22:6 to 22:8,
22:10, 34:2, 67:50, 75:14, 76:1,
76:2, 76:8, 76:11, 83:8, 118:2,
118:11
Health, 2:1, 3:1, 3:12, 3:14, 3:16,
3:18, 4:3 to 4:6, 4:12, 4:17, 6:1,
6:3 to 6:5, 6:8, 7:1, 8:1, 8:2,
10:7, 14:3, 15:8, 15:9, 15:11,
15:13, 15:16, 15:22, 20:1, 21:8,
21:9, 21:13, 22:4 to 22:7,
22:10, 22:12, 29:10, 34:2, 37:1,
55:1 to 56:1, 57:8, 57:13, 61:3,
62:1, 66:1, 67:8, 67:10, 67:23,
67:34, 67:38, 67:40, 67:45,
67:50, 67:53, 67:59, 67:60,
70:1, 75:7, 75:14, 76:1, 76:2,
76:8, 76:9, 79:3, 83:8, 83:11,
109:1, 111:2, 111:5, 117:2,
118:2, 118:9, 118:11
Hiring practices, 4:12
Holidays, 7:1, 46:1, 67:8
Investigations, 2:1, 3:12, 4:5, 6:3,
6:4, 8:1, 8:2, 10:7, 15:8, 15:9,
15:12, 15:13, 15:22, 22:6, 75:7,
76:11
Jury duty, 76:2
Life insurance, 2:1, 4:3, 6:3, 67:8,
67:23, 67:34, 67:40, 67:45,
67:50, 67:53, 67:55, 67:60
Mail, 3:1, 4:5, 4:12, 6:4, 8:2, 14:3,
15:8 to 22:10, 55:1, 67:8,
67:38, 67:45, 67:53, 67:60,
70:1, 76:8, 83:11
Mandatory retirement, 15:8, 15:13,
20:1, 21:8, 22:6 to 22:8, 22:12
Medical benefits, 67:8, 67:23, 67:53
National origin discrimination, 3:1,
3:12, 4:4, 8:1, 14:3
Notice, 2:1, 3:1, 3:11, 3:12, 3:14,
3:16, 3:18, 4:3 to 4:5, 4:12,

TEXAS—Cont'd

4:17, 6:1, 6:3 to 6:5, 7:1, 8:1,
8:2, 10:7, 14:3, 15:8, 15:9,
15:11, 15:16, 15:22, 21:5, 22:6,
22:7, 22:15, 34:2, 37:1, 46:1,
49:1, 55:1, 55:2, 57:13, 61:3,
62:1, 67:8, 67:23, 67:34, 67:38,
67:40, 67:45, 67:50, 67:53,
67:60, 70:1, 75:7, 76:2, 76:8,
79:3, 118:2, 118:11
Overtime pay, 4:3, 6:1, 15:8 to 21:9,
46:1, 55:1, 76:2
Permits, 3:1, 3:11, 3:12, 3:16, 3:18,
6:1, 6:3, 6:4, 6:8, 7:1, 8:2, 15:9,
15:11, 20:1, 21:8, 22:8, 55:1,
57:13, 67:8, 67:23, 67:34,
67:38, 67:40, 67:45, 67:53,
67:60, 76:2
Physical fitness, 3:14, 4:6
Pregnancy discrimination, 3:12, 4:5,
4:17, 6:1, 8:1, 10:7, 76:2
Private rights, 76:2
Privileges of employment, 4:3, 14:3
Race discrimination, 3:1, 3:12, 3:14,
3:16, 4:3 to 4:5, 4:12, 6:1, 6:5,
8:1 to 14:3, 15:9, 15:12, 15:13,
15:16, 15:22
Religious discrimination, 2:1, 4:3,
7:1, 20:1
Remedies, 3:1, 3:11, 3:12, 3:14, 4:4,
4:17, 6:3, 6:5, 8:1, 8:2, 10:7,
15:8, 15:11, 15:13, 15:16, 21:9,
22:6, 22:7, 29:10, 46:1, 55:1,
67:34, 67:38, 67:40, 67:45,
67:50, 67:53, 67:60, 75:7, 76:1,
76:2, 76:8, 76:9, 76:11, 83:11,
109:1, 111:5, 111:9
Rest breaks, 37:1
Retention of employees, 2:1
Sanctions, 3:12, 4:5, 4:12, 6:3, 6:5,
7:1, 15:8, 15:9, 15:16, 22:8,
67:50, 75:7, 109:1, 111:9,
118:11
Seniority systems, 3:1
Sex discrimination, 3:1, 3:11, 3:12,
3:14, 4:3 to 4:5, 4:12, 4:17, 6:1,
6:3 to 6:5, 6:8, 8:2, 10:7, 15:9,
15:13, 15:16, 15:22, 22:10,
29:10, 55:1, 57:13, 76:2
State statutes, 22:12, 67:53

INDEX

TEXAS—Cont'd

- Termination of employment, 22:7, 67:8, 67:53, 70:1, 76:1, 76:2, 76:11
- Terms, 2:1, 3:1, 3:11, 3:14, 4:3 to 4:5, 4:7, 4:12, 4:17, 6:1, 6:3 to 6:5, 7:1, 8:1 to 14:3, 15:8, 15:9, 15:11, 15:12, 15:22, 20:1, 21:9, 22:4, 22:6 to 22:8, 22:10, 22:15, 34:2, 46:1, 67:8, 67:23, 67:34, 67:40, 67:45, 67:50, 67:53, 67:60, 75:7, 75:14, 76:2, 76:8, 76:9, 79:3, 111:10, 118:2, 118:11
- Training programs, 67:8, 67:53
- Unemployment compensation, 4:12, 8:1, 8:2, 21:9, 22:15, 55:1, 66:1, 67:10, 67:38, 67:53, 76:2
- Union dues, 15:13, 67:23
- Vacations, 67:45, 67:60

THEFT

- Retirement plans, 67:21, 67:60
- Work rules, 4:4, 4:5

THERAPIST

- Privilege, 6:3, 67:45

THREATS

- Labor Management Relations Act, 67:8
- Violence, 3:12, 4:3 to 4:5, 5:1, 6:3, 6:5, 8:2, 10:7, 14:3, 15:9, 22:6, 34:1, 76:8

TIME OFF

- General discussion, 10:4

TITLE IX

- General discussion, 3:11

TITLE VI

- Attorney General, 121:9
- Causation, 4:4
- Complaints, 4:4, 110:2
- Counsel, 4:4
- Evidence, 4:4, 74:3
- Hearings, 110:2
- Intent, 4:4, 74:3
- Notice, 4:4, 110:2
- Parties, 4:4, 74:3
- Prima facie case, 4:4

TITLE VI—Cont'd

- Rehabilitation Act, 74:3, 83:12

TITLE VII

- Administration, 1:2, 1:4, 2:1, 3:1, 3:12, 3:17, 4:2, 4:5, 4:8, 4:10, 4:12, 4:14, 4:21, 6:2, 8:2, 9:1 to 10:2, 14:2, 15:9 to 15:11, 15:13, 15:16, 15:22, 21:5, 21:10, 22:4, 22:8, 34:1 to 35:1, 67:5, 67:50, 67:53, 76:2, 110:2, 116:1, 117:2
- Age Discrimination in Employment Act, 1:5, 3:11, 3:12, 4:16, 10:7, 13:2, 15:13, 15:15, 19:1, 20:1, 20:3, 21:2 to 21:6, 21:8 to 21:12, 22:2, 22:4 to 22:6, 22:8 to 22:10, 22:12, 22:15, 50:8, 74:3, 117:1, 117:2, 118:5
- Alternative dispute resolution, 4:16, 4:20, 76:2, 79:5, 117:1, 118:15
- Arbitration agreements, 4:20, 22:15, 67:53
- Arbitration proceedings, 35:1, 67:53
- Attorneys, 1:4, 2:1, 3:1 to 3:3, 3:6, 3:10, 3:12, 4:3, 4:5, 4:12, 6:1, 8:1, 10:6, 10:7, 12:2, 12:4 to 12:8, 14:3, 15:9, 15:11, 15:22, 16:1, 21:9, 21:10, 21:12, 22:15, 34:1, 67:5, 67:15, 67:50, 67:53, 76:2, 83:1, 109:1, 117:1 to 117:3, 118:2, 118:8 to 118:12, 118:15, 121:9
- Backpay, 3:4, 3:11, 4:4, 8:2, 10:4, 21:9, 109:1, 117:1, 118:2, 118:10, 118:11
- Bonuses, 6:3, 10:5, 15:9, 21:9, 22:6, 35:1, 73:2
- Civil proceedings, 111:5
- Class actions, 3:1, 3:5, 3:9, 3:11, 3:18, 4:20, 9:4, 14:3, 21:2 to 117:3, 118:9, 118:11
- Complaints, 3:1, 3:9, 3:14, 3:16, 3:18, 4:2, 4:4, 4:5, 4:12, 4:16 to 4:18, 4:20, 4:21, 5:1, 6:1, 6:3 to 6:5, 7:1, 8:1 to 9:2, 10:2, 10:7, 11:1, 12:4, 12:5, 12:7, 14:1, 14:3, 15:9, 15:12, 15:13, 15:16, 15:22, 21:3, 21:6, 22:2, 22:4, 22:6, 22:8, 22:10, 29:14, 34:2, 35:1, 41:1, 67:15, 76:2, 83:8, 109:1, 110:2, 112:11, 116:1, 117:1, 119:1

TITLE VII—Cont'd

Conciliation, 1:4, 3:1, 3:3, 3:4, 3:6,
3:9, 3:15, 4:13, 4:16, 4:20, 9:2,
9:3, 11:1, 19:1, 21:2 to 21:4,
22:8, 42:1, 109:1, 111:6, 121:1

Confidentiality, 3:2, 3:4, 3:12, 4:5,
4:18, 6:3, 6:5, 8:1, 12:3, 15:9,
15:11, 15:15, 15:22, 67:50,
121:4

Continuing violations, 1:4, 3:1, 3:6,
8:2, 14:3, 21:3

Costs of litigation, 117:1

Counsel, 1:4, 2:1, 2:3, 3:1, 3:6, 3:9
to 3:12, 3:14, 3:16, 3:18, 4:2,
4:4, 4:5, 4:12, 4:16, 4:18, 6:3 to
6:5, 6:8, 7:2, 8:1 to 10:3, 10:7,
12:1 to 12:8, 14:3, 15:9, 15:10,
15:16, 15:22, 16:1, 20:1, 21:3,
21:9, 21:11, 21:12, 22:4, 22:6,
29:11, 57:13, 67:5, 67:15,
67:50, 73:2, 76:2, 109:1, 117:1
to 117:3, 118:2, 118:5, 118:8 to
118:11, 118:15, 119:1, 120:1

Damages, 1:4, 3:1, 3:4, 3:9, 3:11,
3:12, 3:16, 3:18, 4:2 to 4:5,
4:12, 4:13, 4:17, 4:20, 6:2, 6:5,
9:1 to 10:1, 10:4 to 10:7, 11:1,
12:1, 12:2, 12:5, 13:2, 14:3,
15:2, 15:9, 15:11, 15:13, 15:15,
15:16, 15:18, 15:21, 15:22,
16:1, 19:1, 20:1, 21:2, 21:8,
21:9, 21:11, 22:4, 27:1, 28:4,
29:11, 29:14, 34:1 to 41:1,
57:12, 57:13, 64:1, 67:5, 67:15,
67:50, 67:53, 73:2, 74:3, 76:2,
79:5, 83:1, 83:11, 117:1 to
117:3, 118:2, 118:5, 118:8,
118:10, 118:11, 118:15, 119:1,
121:1, 121:9

Deferral agency, 1:4, 3:1, 3:3, 3:4,
3:6, 3:7, 3:12, 4:18, 6:3, 8:1,
8:2, 10:4, 12:1, 12:6, 14:3,
19:1, 21:3, 21:4, 21:11, 22:6,
22:15, 118:8, 120:1

Discharge cases, 4:3

Disclosures, 3:12, 8:2, 21:11, 118:11

Elected officials, 3:12, 15:11

Employment agencies, 1:1, 2:3, 4:8

Equal Access to Justice Act, 67:50,
117:1, 117:2

TITLE VII—Cont'd

Equal Employment Opportunity
Commission, 1:3, 1:4, 2:1 to
3:4, 3:11, 3:12, 3:18, 4:8, 5:1,
6:4, 6:5, 6:8, 7:1, 8:2, 10:2,
10:4, 10:7, 12:1, 12:4 to 12:7,
14:1, 19:1, 20:1, 21:3, 21:9,
22:15, 29:8, 34:1 to 35:1, 42:1,
83:1, 109:1, 110:2, 116:1,
117:1, 118:5, 120:1, 121:1,
121:2

Estoppel, 1:4, 3:1, 3:9, 3:14, 3:16,
4:3, 4:4, 4:18, 6:3, 9:1 to 14:3,
15:21, 21:3, 22:15, 35:1, 67:53,
73:2, 76:2, 83:11, 118:11

Evidence, 1:4, 1:5, 2:1, 2:2, 2:4, 3:1
to 3:7, 3:9 to 3:12, 3:14, 3:16,
3:18, 4:1 to 4:12, 4:16 to 4:20,
5:1, 6:1, 6:3 to 6:5, 6:8, 6:10,
7:1, 8:1 to 10:7, 11:1, 12:3,
14:1 to 14:3, 15:2, 15:9, 15:11
to 15:14, 15:16, 15:21, 15:22,
16:1, 19:1, 20:1, 20:3, 21:2,
21:3, 21:6, 21:8, 21:9, 21:11,
21:12, 22:2, 22:4 to 22:6, 22:8
to 22:10, 22:12, 27:1, 29:11,
29:12, 29:14, 30:13, 34:1 to
35:1, 57:12, 57:13, 64:1, 67:5,
67:15, 67:50, 67:53, 73:2, 74:3,
75:4, 76:2, 83:8, 83:9, 83:11,
111:6, 115:2, 117:1 to 117:3,
118:2, 118:5, 118:8 to 118:12,
118:15, 119:1, 121:1, 121:3

Expenses, 3:10, 4:18, 8:2, 9:2, 10:4
to 12:6, 15:11, 15:16, 21:9,
22:15, 34:2, 42:1, 67:5, 67:15,
67:50, 67:53, 117:1 to 118:2,
118:4, 118:5, 118:8, 118:12

Federal agency, 3:9, 4:18, 6:5, 21:10,
76:2, 83:1, 115:2, 118:8

Federal employment, 2:1, 3:8, 4:3,
4:5, 8:2, 15:10, 20:1

Fringe benefits, 1:1, 2:1, 3:1, 3:11,
4:3, 10:1, 10:4, 10:7, 12:1,
12:5, 12:8, 14:1, 15:13, 15:16,
21:8, 21:9, 22:6, 30:2, 35:1,
41:1, 67:10, 83:1, 117:1, 117:2

General discussion, 3:11, 10:4

Harassment cases, 3:12, 6:4, 6:5

Hiring, 1:1 to 2:2, 2:4, 3:2, 3:4, 3:9,
3:11, 3:12, 3:14, 3:16, 4:1 to

INDEX

TITLE VII—Cont'd

4:5, 4:7 to 4:10, 4:12, 4:16,
4:19, 5:1, 6:1, 6:3, 6:5, 6:8, 7:1,
8:1 to 10:2, 10:7, 14:1, 14:3,
15:9 to 15:11, 15:14, 15:22,
19:1, 20:1, 21:2 to 22:4, 22:6,
22:8 to 22:10, 29:14, 34:1 to
35:1, 57:13, 67:5, 67:15, 73:2,
76:2, 83:1, 83:11, 111:6, 115:2,
116:1, 117:1, 118:5, 118:12
Intervention, 3:9, 4:2, 6:3, 6:4, 21:2,
76:2, 118:4, 121:1
Investigations, 2:1, 3:2, 3:12, 4:5,
6:3, 6:4, 8:1, 8:2, 10:7, 12:4,
15:9, 15:12, 15:13, 15:22, 22:6,
30:13, 111:6, 112:11
Jurisdiction, 1:4, 2:1, 2:4, 3:1 to 3:4,
3:6, 3:7, 3:9, 3:16 to 3:18, 4:16,
4:18, 7:1, 9:1 to 9:3, 12:1, 12:2,
12:5, 14:2, 14:3, 15:16, 15:18,
15:21, 15:22, 16:1, 19:1, 20:1,
21:2 to 21:4, 21:9, 21:10,
21:12, 22:15, 29:14, 30:13,
42:1, 50:8, 57:12, 67:5, 67:10,
67:50, 67:53, 73:2, 76:2, 109:1,
112:11, 117:1 to 118:2, 118:8,
118:9, 118:15, 120:1, 121:9
Labor laws, 15:9, 19:1, 30:13, 67:53,
74:3, 76:2
Laches, 1:4, 3:1, 3:2, 3:4, 3:6, 3:18,
21:5, 29:11
Local governments, 1:4, 67:53
Mistakes, 4:4, 4:5, 4:16, 7:1, 8:1,
8:2, 15:9, 15:11, 67:15, 67:50
Notice, 1:4, 2:1, 2:4, 3:1, 3:2, 3:4,
3:6, 3:9, 3:11, 3:12, 3:14, 3:16
to 3:18, 4:2 to 4:5, 4:9, 4:12,
4:16 to 4:20, 5:1, 6:1, 6:3 to
6:5, 6:7, 6:10, 7:1, 8:1 to 10:4,
10:7, 12:6, 14:2, 14:3, 15:9,
15:11, 15:16, 15:22, 19:1, 21:2,
21:3, 21:5, 21:10, 21:11, 22:6,
22:15, 29:8, 29:14, 34:2, 35:1,
42:1, 50:8, 57:12, 57:13, 64:1,
67:5, 67:50, 67:53, 75:4, 76:2,
83:1, 110:2, 117:1, 118:2,
118:11, 118:15, 119:1, 121:4
Parties, 1:4, 2:1, 3:1, 3:2, 3:4, 3:6,
3:7, 3:9 to 3:12, 3:14, 3:16 to
3:18, 4:1, 4:4 to 4:6, 4:9, 4:10,
4:12, 4:13, 4:16, 4:18, 4:20,

TITLE VII—Cont'd

4:21, 5:1, 6:3 to 6:5, 7:1, 8:1 to
9:3, 10:3, 10:6, 10:7, 12:1,
14:2, 14:3, 15:9, 15:11, 15:14,
15:21, 15:22, 19:1, 20:1, 21:3,
21:4, 21:6, 21:9, 21:12, 22:6,
22:15, 29:14, 34:1 to 35:1,
42:1, 67:5, 67:15, 67:50, 67:53,
73:2, 74:3, 76:2, 109:1, 111:5,
117:1 to 117:3, 118:2, 118:4,
118:5, 118:8, 118:9, 118:11,
118:15, 120:1
Pleadings, 3:1, 3:9, 3:12, 3:14, 4:2,
4:6, 4:18, 10:6, 14:2, 15:22,
16:1, 29:8, 67:5, 67:10, 67:50,
67:53, 76:2, 119:1
Private employers, 1:1, 13:2, 20:1,
22:10, 67:53, 74:3, 83:1
Production of documents, 12:3, 12:4,
12:6, 12:8, 19:1, 30:13, 118:15
Public employers, 2:1, 4:4, 4:19,
4:21, 13:2, 15:9, 15:13, 15:22
Punitive damages, 1:4, 3:11, 3:16,
3:18, 4:2, 4:20, 6:5, 10:1, 10:4,
10:6, 10:7, 12:1, 13:2, 14:3,
15:13, 15:16, 15:21, 20:1, 21:8,
21:11, 34:1 to 41:1, 57:12, 64:1,
67:50, 67:53, 73:2, 76:2, 79:5,
83:1, 117:1, 117:3, 118:8,
118:11, 121:1, 121:9
Retaliation, 1:1, 1:2, 1:4, 1:5, 2:1 to
3:2, 3:4, 3:6, 3:9, 3:12, 3:14,
3:16 to 3:18, 4:1 to 4:5, 4:9,
4:12, 4:16 to 4:18, 4:21, 5:1,
6:1 to 6:3, 6:5, 6:8, 7:1, 8:1 to
10:4, 10:6, 10:7, 11:1, 13:3,
14:1 to 14:3, 15:9, 15:11 to
15:13, 15:15, 15:16, 15:18,
15:21, 15:22, 16:1, 19:1, 21:2,
21:3, 21:5, 21:6, 21:8, 21:9,
21:11, 22:2, 22:6, 22:8, 22:10,
29:8, 29:11, 29:14, 34:1, 35:1,
41:1, 42:1, 57:12, 57:13, 64:1,
67:15, 67:53, 73:2, 74:3, 76:2,
83:8, 83:11, 117:3, 118:5, 118:8,
118:11, 120:1, 121:1, 121:9
Right-to-sue notices, 3:6
Section 1981, 1:4, 3:1, 3:12, 3:14,
3:16, 4:2, 4:5, 4:12, 5:1, 10:2,
10:7, 14:1 to 14:3, 15:22

TITLE VII—Cont'd

Seniority, 1:3, 1:4, 3:1, 4:3, 4:5, 4:8, 4:12, 4:13, 4:15, 4:17, 4:19, 6:1, 6:7, 7:1 to 10:5, 13:2, 14:1 to 14:3, 15:9, 15:13, 15:14, 21:3, 21:9, 22:4, 22:6, 22:8, 22:12, 27:1, 30:2, 34:2, 50:8, 116:1

Service, 2:1, 2:3, 2:4, 3:1, 3:2, 3:4 to 3:6, 3:9, 3:12, 3:14, 3:16, 3:18, 4:1 to 4:8, 4:10, 4:12, 4:15, 4:16, 4:18 to 4:20, 5:1, 6:1, 6:3 to 6:5, 6:7, 6:8, 7:1 to 9:4, 10:2, 10:4 to 10:7, 11:1, 12:4 to 12:8, 14:1 to 14:3, 15:2, 15:9 to 15:15, 15:18, 15:21, 15:22, 19:1, 21:2 to 21:4, 21:9, 21:10, 22:4, 22:6, 22:8 to 22:10, 22:12, 22:15, 27:1, 29:8, 29:9, 29:14, 34:1 to 35:1, 42:1, 50:8, 57:13, 64:1, 67:5, 67:10, 67:15, 67:50, 67:53, 73:2, 76:2, 83:1, 83:8, 83:9, 83:11, 111:5, 116:1, 117:1 to 117:3, 118:5, 118:8 to 118:12, 121:1

Settlements, 3:4, 67:5, 67:53, 118:2

State laws, 6:1, 67:53, 121:2

Statistical evidence, 3:16, 4:4, 4:5, 4:8, 4:9, 4:12, 6:8, 10:4, 15:13, 21:11, 22:2, 22:6, 22:8, 22:9, 57:13

Statutory exceptions, 27:1

Subpoenas, 2:1, 3:2, 15:16, 30:13, 118:5

Termination cases, 76:2

Terms, 2:1, 3:1, 3:2, 3:9, 3:11, 3:14, 4:2 to 4:5, 4:7, 4:9, 4:12, 4:16, 4:17, 4:20, 5:1, 6:1 to 6:5, 6:10, 7:1, 8:1 to 12:3, 13:3, 14:1 to 14:3, 15:9, 15:11, 15:12, 15:14, 15:15, 15:22, 20:1, 21:9, 21:11, 22:4, 22:6, 22:8, 22:10, 22:15, 30:2, 34:1 to 35:1, 64:1, 67:5, 67:15, 67:50, 67:53, 73:2, 74:3, 76:2, 79:5, 110:2, 116:1, 117:1, 117:3, 118:2, 118:10, 118:11, 121:1, 121:3, 121:4

Trial, 1:4, 1:5, 2:1, 3:1 to 3:3, 3:6, 3:9, 3:11, 3:12, 3:14, 3:16 to 3:18, 4:2 to 4:7, 4:11, 4:12, 4:16, 4:18, 4:20, 5:1, 6:3, 6:5,

TITLE VII—Cont'd

8:2, 9:1 to 10:7, 11:1, 12:1 to 12:8, 13:2, 14:3, 15:9, 15:11 to 15:14, 15:16, 15:21, 15:22, 16:1, 19:1, 21:2, 21:6, 21:8, 21:9, 21:11, 21:12, 22:4, 22:6, 22:8, 22:15, 27:1, 29:11, 29:14, 34:1, 41:1, 57:13, 64:1, 67:10, 67:15, 67:50, 67:53, 73:2, 75:4, 76:2, 117:1 to 117:3, 118:2, 118:5, 118:8 to 118:12, 118:15, 119:1, 121:1

Unions, 1:5, 2:2, 4:8, 4:10, 4:11, 10:7, 14:3, 15:9, 15:11, 15:13, 15:14, 27:1, 67:5, 67:15, 110:2, 121:1

Venue, 1:4, 3:7, 3:8, 12:1 to 19:1, 21:10, 67:50, 118:12, 120:1, 121:1

Worksharing agreements, 3:1

TOOLS

Dealers, 67:45

Overtime pay, 15:9, 21:9

TOP-HAT PLANS

Employee Retirement Income Security Act, 67:7, 67:43, 67:53

TORTS

At-will employment, 73:7, 76:1, 76:9

National Labor Relations Act, 76:1, 76:9

Preemption, 67:53, 76:1, 76:4, 76:8, 76:9

TOTALITY OF CIRCUMSTANCES

National Labor Relations Act, 67:5

TRANSMISSION

Unions, 67:8

TRANSPORTATION

Drivers, 35:1, 50:8, 57:2, 67:23

Medical benefits, 67:8, 67:23, 67:53

TRIGGERING

Railway Labor Act, 67:53

Worker Adjustment and Retraining Notification Act, 47:3, 49:4, 67:8

INDEX

TUITION

Fringe benefits, **15:16, 75:2**

UNDERLYING DISCRIMINATION

Retaliation, **3:2, 3:16**

UNDERSTANDING

Absenteeism, **4:5, 34:2**

UNEMPLOYMENT COMPENSATION

At-will employment, **75:10, 75:17,
76:2, 77:3**

Employee Retirement Income Security Act, **22:1, 66:1, 67:10,
67:38, 67:44, 67:53, 68:5**

General discussion, **10:4**

Misconduct, **4:18, 8:2, 10:4, 18:4,
75:10, 76:2**

National Labor Relations Act, **22:1**

UNFAIR LABOR PRACTICES

Amendment, **74:3**

Assistance, **74:3**

Bad faith, **74:3**

Bargaining, **47:1, 74:3**

Benefits, **47:1, 74:3**

Breach, **74:3**

Business, **74:3**

Certification, **47:1**

Checklists, **47:1, 74:3**

Claims, **74:3**

Collective bargaining, **74:3**

Communications, **74:3**

Compensation, **74:3**

Conditions, **74:3**

Control, **74:3**

Damages, **74:3**

Discipline, **74:3**

Discrimination, **74:3**

Election, **47:1**

Employees, **47:1, 74:3**

Employers, **74:3**

Enforcement, **74:3**

Evidence, **74:3**

Exercise, **74:3**

First Amendment, **74:3**

Good faith, **74:3**

Government, **74:3**

Grievances, **74:3**

UNFAIR LABOR PRACTICES

—Cont'd

Health, **47:1**

Health care, **47:1**

Identity, **74:3**

Impact, **47:1**

Imposition, **74:3**

Industry, **74:3**

Intent, **74:3**

Interference, **74:3**

Limitations, **74:3**

Loss, **74:3**

Management, **74:3**

National Labor Relations Act, **47:1**

Negotiations, **47:1**

Notice, **47:1**

Officers, **74:3**

Organizing, **74:3**

Parties, **74:3**

Pay, **47:1, 74:3**

Plants, **47:1**

Practices, **47:1, 74:3**

Products, **47:1, 74:3**

Property, **74:3**

Protection, **74:3**

Recognition, **74:3**

Relief, **74:3**

Retaliation, **74:3**

Retirement, **74:3**

Rights, **74:3**

Scope, **74:3**

Security, **74:3**

Services, **74:3**

Severance pay, **47:1**

Speech, **74:3**

State, **74:3**

Statements, **74:3**

Status, **74:3**

Systems, **74:3**

Termination, **74:3**

Trustees, **74:3**

Types, **74:3**

Violations, **74:3**

Wages, **74:3**

UNFORESEEABLE BUSINESS CIRCUMSTANCES

Worker Adjustment and Retraining
Notification Act, **46:1, 48:1,**

**UNFORESEEABLE BUSINESS
CIRCUMSTANCES—Cont'd**

49:1, 49:4, 50:10, 50:17, 51:1,
52:1, 54:4

UNIFORMS

Benefits, 2:1, 15:2, 15:9, 15:13, 69:3
Fringe benefits, 2:1, 15:13

UNION MEMBERS

Appeal, 4:5, 8:2, 15:9, 22:10, 67:16,
76:2, 76:8
Assembly, 15:9, 15:11, 76:2
Assessments, 4:5
Bill of rights, 4:5, 15:9
Complaint, 4:2, 4:5, 8:2, 15:9, 22:10,
67:16, 76:2, 76:8
Conspiracy, 4:5, 15:9, 76:2, 76:8
Contracts, 4:5, 15:11, 76:2
Counterclaims, 8:2
Damages, 4:2, 4:5, 15:9, 15:11, 46:1,
76:2, 76:8
Defenses, 22:11, 67:16, 76:2
Discovery, 4:5, 15:9, 46:1, 76:2
Dues, 15:11, 46:1, 67:16
Employee, 4:2, 4:5, 8:2, 15:9, 15:11,
22:10, 46:1, 67:16, 76:2, 76:8
Employer, 4:2, 4:5, 8:2, 15:9, 15:11,
22:10, 46:1, 67:16, 76:2, 76:8
Enforcement, 4:2, 4:5, 15:9, 15:11,
22:10, 46:1, 67:16, 76:2
Equitable relief, 46:1, 76:2
Exceptions, 4:5, 76:2
Free speech, 15:9, 15:11, 76:2
Freedom of speech, 15:9, 15:11
Hearing, 4:5, 8:2, 15:9, 15:11, 67:16
Jurisdiction, 46:1, 76:2
Jury trial, 15:9, 46:1, 76:2, 76:8
Litigation, 4:2, 4:5, 8:2, 15:9, 15:11,
22:10, 46:1, 76:2, 76:8
Notice, 4:2, 4:5, 8:2, 15:9, 15:11,
46:1, 67:16, 76:2, 76:8
Officers, 4:5, 8:2, 15:9, 15:11, 22:10,
76:2, 76:8
Parties, 4:5, 8:2, 15:9, 15:11, 67:16,
76:2
Plaintiffs, 4:2, 4:5, 8:2, 15:9, 15:11,
46:1, 76:2, 76:8
Procedure, 4:5, 8:2, 15:9, 22:10,
67:16, 76:2

UNION MEMBERS—Cont'd

Relief, 8:2, 15:9, 46:1, 67:16, 76:2
Remedies, 8:2, 15:11, 46:1, 76:2,
76:8
Statute of limitations, 15:11, 46:1,
67:16
Union member, 15:9
Votes, 15:9, 15:11
Waiver, 22:11, 46:1, 67:16, 76:2

UNITED STATES

National Labor Relations Act, 7:1,
67:5, 67:60

USERRA

Attorneys, 118:8
Benefits, 4:1, 4:2, 4:4, 67:60, 118:8
Complaints, 4:2, 4:4
Discipline, 4:2, 4:4
Federal government, 67:60
Parties, 4:1, 4:4, 67:60, 118:8
Retaliation, 4:1, 4:2, 4:4, 15:15,
118:8
Severance pay, 67:60

UTAH

Age Discrimination in Employment
Act, 3:12, 15:3
Age discrimination, 3:12, 4:2, 15:3,
35:1, 75:10, 76:2, 118:11
Agency proceedings, 3:1
Appeals, 2:1, 3:1, 3:4, 3:12, 3:14,
3:18, 4:2, 4:3, 6:1, 6:5, 8:1,
15:3, 15:8, 29:14, 67:8, 69:4,
75:10, 75:14, 76:2, 76:4
Assignments, 2:1, 3:12, 4:3, 6:1, 6:5,
15:8, 15:9, 35:1, 67:8, 76:4,
76:8, 76:13
At-will employment, 15:8, 75:10,
75:12, 75:14, 75:16, 76:2,
76:11, 79:3
Benefit plans, 67:8, 67:57, 70:1,
75:10
Blacklisting, 8:1, 15:9
Certificates, 67:8
Citizenship discrimination, 2:1
Compensation, 2:1, 3:1, 3:12, 4:3,
8:1, 15:8, 15:9, 29:14, 35:1,
37:1, 67:8, 67:57, 69:4, 75:2,
75:8, 75:10, 75:12, 76:2, 76:4,
76:8, 76:11, 118:11

INDEX

UTAH—Cont'd

Conciliation, 3:1, 3:4
Conditions of employment, 2:1, 3:12, 3:14, 4:3, 6:5, 15:9, 35:1, 75:12, 79:3
Court proceedings, 15:9, 35:1, 76:2
Credits, 4:2
Criminal conduct, 8:1, 15:9, 75:10, 76:2, 76:4, 76:8
Dispute, 2:1, 3:1, 3:4, 3:14, 3:18, 4:3, 6:1, 6:5, 15:8 to 67:8, 67:57, 75:10, 76:2 to 76:4, 76:8, 79:3, 118:11
Employment practices, 3:12, 4:2, 6:1, 8:1, 15:8, 15:9, 75:12
Equipment, 2:1, 3:12, 3:18, 4:3, 6:5, 15:8, 15:9, 37:1, 67:8, 75:2, 76:2, 76:4, 76:13
Evidence, 2:1, 3:1, 3:4, 3:12, 3:14, 3:18, 4:2, 4:3, 6:1, 6:5, 8:1, 15:8, 15:9, 15:25, 29:14, 35:1, 37:1, 67:8, 67:57, 69:4, 70:1, 75:2, 75:8, 75:10, 75:12, 75:14, 75:16, 76:2, 76:4, 76:8, 76:11, 76:13, 79:3, 83:11, 118:11
Exemptions, 67:8, 67:57, 76:2
Federal contractors, 81:1
Form of payment, 6:5
Fringe benefits, 2:1, 3:1, 4:3, 15:8, 35:1, 67:8, 75:2
Garnishment, 76:2
Goods, 2:1, 3:12, 6:1, 81:1
Harassment, 2:1, 3:1, 3:12, 3:14, 3:18, 4:2, 4:3, 6:1, 6:5, 8:1, 15:8, 15:9, 35:1, 75:10, 75:14, 76:2 to 76:4, 76:8, 76:11, 118:11
Hearing, 3:4, 3:14, 3:18, 8:1, 15:8, 15:9, 15:25, 67:8, 75:10, 75:12, 76:3, 76:4, 83:11, 118:11
Holidays, 67:8
Investigations, 2:1, 3:12, 8:1, 15:8, 15:9, 76:11
Jury duty, 76:2
Life insurance, 2:1, 4:3, 67:4, 67:8, 69:4
Mandatory retirement, 15:8
Meal breaks, 35:1
Medical benefits, 67:8

UTAH—Cont'd

National origin discrimination, 3:1, 3:12, 8:1
Negligence, 3:1, 3:12, 6:5, 15:8, 35:1, 67:8, 69:4, 75:12, 76:2, 76:4, 76:8, 76:11
Notice, 2:1, 3:1, 3:4, 3:12, 3:14, 3:18, 4:2, 4:3, 6:1, 6:5, 8:1, 15:8, 15:9, 29:14, 35:1, 37:1, 67:8, 69:4, 70:1, 74:2, 75:8, 75:10, 75:12, 75:16, 76:2, 76:8, 76:13, 79:3, 118:11
Overtime pay, 4:3, 6:1, 15:8, 15:9, 76:2
Permits, 3:1, 3:4, 3:12, 3:18, 6:1, 15:9, 15:25, 67:8, 75:10, 75:12, 76:2
Pregnancy discrimination, 3:12, 4:2, 6:1, 8:1, 76:2
Privacy, 3:12, 8:1, 15:8, 67:4, 67:8, 76:2, 76:4, 76:8
Privileges of employment, 4:3, 35:1
Race discrimination, 3:1, 3:12, 3:14, 4:2, 4:3, 6:1, 6:5, 8:1, 15:9
Religious discrimination, 2:1, 4:3
Remedies, 3:1, 3:12, 3:14, 6:5, 8:1, 15:8, 67:57, 75:8, 75:9, 76:2 to 76:4, 76:8, 76:11, 76:13, 81:1, 83:11
Reports, 2:1, 3:1, 3:12, 3:14, 4:2, 6:5, 8:1, 15:8 to 67:8, 69:4, 75:2, 75:12, 76:2, 76:4, 76:13
Rest breaks, 37:1
Retention of employees, 2:1
Retirement benefits, 67:8
Sanctions, 3:12, 6:5, 15:8, 15:9, 15:25, 75:10, 118:11
Seniority systems, 3:1
Sex discrimination, 3:1, 3:4, 3:12, 3:14, 4:2, 4:3, 6:1, 6:5, 15:9, 76:2
State statutes, 15:3, 75:10
Termination of employment, 67:8, 70:1, 75:10, 76:2, 76:11
Terms, 2:1, 3:1, 3:14, 4:2, 4:3, 6:1, 6:5, 8:1, 15:8, 15:9, 35:1, 67:8, 69:4, 74:2, 75:2, 75:8, 75:10, 75:12, 75:14, 75:16, 76:2, 76:4, 76:8, 76:13, 79:3, 118:11
Tools, 4:2, 8:1, 15:9, 35:1, 37:1

UTAH—Cont'd

Unemployment compensation, 8:1,
75:10, 76:2

VACANCIES

Federal employment, 4:3, 4:5

VACATIONS

Citation, 67:45, 67:60
Employee Retirement Income Security Act, 67:45, 67:60
Uniformed services, 67:60

VALIDITY

Statistics, 3:11, 3:16, 4:10, 4:12,
15:9, 22:6 to 67:8

VENUE

ADA, 121:1
Age Discrimination in Employment Act, 19:1, 19:2, 21:10, 26:3,
26:4
National Labor Relations Board,
67:37

VERMONT

Age discrimination, 67:53, 75:10,
76:2
Annual reports, 67:5
Assignments, 67:53
At-will employment, 73:2, 75:10,
75:16, 76:2
Compensation, 67:5, 67:53, 67:60,
73:2, 75:10, 75:15, 76:2
Court proceedings, 76:2
Credits, 67:5, 67:53
Employee benefits, 67:5, 67:53,
67:60, 75:10
Employment practices, 73:2
Evidence, 10:6, 67:5, 67:53, 67:60,
73:2, 75:10, 75:15, 75:16, 76:2
Exemptions, 67:60, 76:2
Future benefits, 67:5
Garnishment, 67:53, 76:2
Harassment, 73:2, 75:10, 76:2, 83:13
Health care employees, 67:53
Jury duty, 76:2
Life insurance, 67:5, 67:53, 67:60
Mandatory retirement, 75:15
Medical benefits, 67:53
Medical examinations, 67:53

VERMONT—Cont'd

Notice, 67:5, 67:53, 67:60, 75:10,
75:15, 75:16, 76:2
Overtime pay, 76:2
Payment of compensation, 75:15
Permits, 67:5, 67:53, 67:60, 75:10,
76:2
Pregnancy discrimination, 76:2
Privacy, 67:53, 73:2, 76:2
Records, 67:5, 67:60, 73:2, 76:2
Remedies, 10:6, 67:5, 67:53, 67:60,
73:2, 76:2, 83:13
Sanctions, 75:10
Sex discrimination, 76:2
State statutes, 67:53, 75:10
Termination of employment, 67:53,
75:10, 76:2
Terms, 67:5, 67:53, 67:60, 73:2,
75:10, 75:15, 75:16, 76:2
Unemployment compensation, 67:53,
75:10, 76:2

VESTING

Employee Retirement Income Security Act, 22:1, 66:1, 66:2, 66:4,
67:2, 67:4, 67:5, 67:7 to 67:9,
67:15 to 67:17, 67:28 to 67:32,
67:34, 67:37, 67:40, 67:45,
67:53, 68:2, 68:3, 68:5, 75:2

VICARIOUS LIABILITY

Adequacy, 6:3, 6:5
Affirmative defenses, 14:3
Age discrimination, 10:7, 13:2, 67:53
Agency principles, 6:5
Alter ego, 3:16, 6:5
Approval, 6:3, 10:7, 14:3, 15:4
Class actions, 14:3
Complaint procedures, 6:5
Conflicts of interest, 67:53
Continuing violations, 8:2, 14:3
Corrective actions, 6:5
Coworker harassment, 6:5, 8:2
Distribution, 6:5, 8:2, 14:3, 67:53
Due process, 6:3, 10:7, 14:3, 15:4
Good faith efforts, 10:7, 14:3
Harassment, 3:16, 4:17, 6:2, 6:3, 6:5,
8:2, 10:7, 14:3, 76:1
Hostile environment, 3:16, 4:17, 6:2,
6:3, 6:5, 8:2, 14:3, 76:1

INDEX

VICARIOUS LIABILITY—Cont'd

Individual liability, 14:3, 15:4, 76:1
Investigations, 6:3, 8:2, 10:7
Managerial capacity, 10:7
Notice of harassment, 6:3, 6:5
Notice to employer, 6:5
Prima facie case, 3:16, 8:2, 14:3
Racial harassment, 3:16, 4:17, 6:3, 6:5, 14:3
Ratification, 6:3, 10:7
Same-sex harassment, 76:1
Sexual harassment claims, 6:3, 6:5, 10:7
Standing to sue, 14:3
Supervisors, 3:16, 4:17, 6:2, 6:3, 6:5, 8:2, 10:7, 14:3, 15:4, 76:1
Tangible employment action, 3:16, 6:3, 6:5, 10:7
Training, 6:3, 6:5, 8:2, 10:7, 14:3, 15:4, 67:53
Written policies, 6:5

VIOLATIONS

Federal employment, 2:1, 4:3, 4:5, 8:2

VIRGIN ISLANDS

Age Discrimination in Employment Act, 19:1, 20:5, 20:9, 22:6, 50:8
Age discrimination, 19:1, 20:5, 20:9, 22:6, 50:8
At-will employment, 15:11
Compensation, 15:9, 15:11, 20:5, 22:6, 34:2, 67:8
Conditions of employment, 15:9, 22:6
Court proceedings, 15:9
Employment practices, 15:9, 22:6
Evidence, 15:9, 15:11, 15:12, 19:1, 20:5, 22:6, 34:2, 67:8
Fair Labor Standards Act, 50:8
Harassment, 15:9, 15:11, 15:12, 22:6, 34:2
Hearings, 15:9, 15:11
Holidays, 67:8
Mandatory retirement, 19:1, 20:5, 22:6
Promotions, 15:9, 15:11, 22:6
Race discrimination, 15:9, 15:12
Sex discrimination, 15:9

VIRGIN ISLANDS—Cont'd

Terms, 15:9, 15:11, 15:12, 20:5, 22:6, 34:2, 67:8
Training programs, 67:8

VIRGINIA

Age Discrimination in Employment Act, 15:13, 22:4, 22:6, 117:2
Age discrimination, 4:2, 4:4, 15:13, 22:4, 22:6, 35:1, 57:13, 67:53, 76:2, 117:2, 118:11
Agency proceedings, 3:1
Annual reports, 4:19, 67:5
Assignments, 3:16, 4:17, 15:13, 22:6, 29:2, 34:2, 35:1, 67:34, 67:40, 67:53
At-will employment, 3:16, 15:13, 73:1 to 76:2
Compensation, 3:1, 3:9, 3:16, 4:4, 4:5, 4:17, 6:8, 15:14, 22:6, 29:2, 29:6, 29:7, 29:10, 29:14, 34:1 to 35:1, 37:1, 46:1, 61:3, 67:3, 67:5, 67:34, 67:37, 67:39, 67:40, 67:45, 67:50, 67:53, 73:1 to 76:2, 83:12, 117:2, 118:8, 118:11
Complaints, 3:1, 3:9, 3:16, 3:18, 4:2, 4:4, 4:5, 4:17, 15:13, 22:4, 22:6, 29:1, 29:14, 34:2, 35:1, 67:37, 67:39, 76:2
Conciliation, 1:4, 3:1, 3:9, 42:1
Conditions of employment, 3:9, 3:16, 4:17, 22:4, 22:6, 34:1, 35:1
Court proceedings, 15:23, 35:1, 76:2
Credits, 4:2, 67:5, 67:37, 67:40, 67:53
Death of employee, 34:1
Employment practices, 1:4, 3:16, 4:2, 4:5, 15:13, 22:6, 73:2, 118:8
Evidence, 1:4, 3:1, 3:9, 3:16, 3:18, 4:2, 4:4, 4:5, 4:17, 4:19, 6:8, 15:4, 15:6, 15:13, 15:14, 15:23, 22:4, 22:6, 29:2, 29:3, 29:6, 29:7, 29:10, 29:14, 34:1 to 35:1, 37:1, 46:1, 57:12, 57:13, 67:3, 67:5, 67:34, 67:37, 67:39, 67:40, 67:45, 67:50, 67:53, 73:2, 76:2, 83:10, 117:2, 118:1, 118:2, 118:8, 118:11, 118:12

EMPLOYMENT LAW CHECKLISTS AND FORMS

VIRGINIA—Cont'd

Exemptions, 15:13, 22:4, 67:3,
67:40, 76:2
Findings, 3:16, 3:18, 4:5, 22:6, 34:1,
35:1, 67:3, 67:34, 67:39, 67:40,
67:45, 67:50, 118:2, 118:8
Form of payment, 67:34
Garnishment, 67:34, 67:40, 67:50,
67:53, 76:2
Harassment, 3:1, 3:9, 3:16, 3:18, 4:2,
4:4, 4:5, 4:17, 15:6, 15:13,
15:23, 22:4, 22:6, 34:1 to 35:1,
67:50, 73:2, 76:2, 118:2, 118:8,
118:11
Health, 3:1, 3:9, 3:16, 3:18, 4:2, 4:4,
4:5, 4:17, 6:8, 15:6, 15:13,
15:23, 22:4, 22:6, 29:1, 29:6,
29:7, 29:10, 29:14, 34:1 to
35:1, 37:1, 57:12, 57:13, 61:3,
67:3, 67:5, 67:34, 67:37, 67:39,
67:40, 67:45, 67:50, 67:53,
73:2, 76:2, 117:2, 118:1, 118:2,
118:8, 118:11
Hearings, 3:18, 15:13, 118:8
Hiring practices, 3:9, 15:14
Holidays, 46:1
Investigations, 4:5, 15:13, 22:6
Jury duty, 76:2
Life insurance, 67:3, 67:5, 67:34,
67:37, 67:39, 67:40, 67:45,
67:50, 67:53
Meal breaks, 35:1
Medical benefits, 67:37, 67:39, 67:53
National origin discrimination, 3:1,
4:4
Notice, 1:4, 3:1, 3:9, 3:16, 3:18, 4:2,
4:4, 4:5, 4:17, 4:19, 22:6, 29:1,
29:14, 34:2, 35:1, 37:1, 42:1,
46:1, 57:12, 57:13, 61:3, 67:5,
67:34, 67:37, 67:39, 67:40,
67:45, 67:50, 67:53, 76:2,
118:2, 118:11
Overtime pay, 46:1, 76:2
Permits, 3:1, 3:16, 3:18, 4:19, 6:8,
57:13, 67:5, 67:34, 67:39,
67:40, 67:45, 67:53, 76:2, 83:12
Pregnancy discrimination, 4:2, 4:5,
4:17, 76:2
Privacy, 4:4, 15:6, 15:13, 67:53,
73:2, 76:2

VIRGINIA—Cont'd

Privileges of employment, 35:1
Promotions, 3:1, 3:9, 4:2, 4:5, 4:17,
4:19, 15:14, 22:4, 22:6, 118:8,
118:11
Race discrimination, 3:1, 3:16, 4:2,
4:4, 4:5, 4:19, 15:13, 73:1
Recommendations, 4:2, 4:4 to 15:6,
34:2, 37:1, 67:5, 67:45
Remedies, 1:4, 3:1, 4:4, 4:17, 15:13,
22:6, 29:10, 34:1, 42:1, 46:1,
67:5, 67:34, 67:37, 67:39,
67:40, 67:45, 67:50, 67:53, 73:1
to 76:2, 83:12, 118:1
Reports, 3:1, 4:2, 4:4, 4:5, 4:19,
34:1, 34:2, 67:5, 67:37, 67:45,
67:50, 76:2, 118:8
Rest breaks, 37:1
Salaried employees, 46:1, 67:34,
67:40, 67:45, 67:50
Sanctions, 3:9, 4:5, 67:39, 67:50,
118:8, 118:11
Seniority systems, 1:4, 3:1
Sex discrimination, 1:4, 3:1, 3:9, 4:2,
4:4, 4:5, 4:17, 6:8, 15:13, 29:2,
29:7, 29:10, 57:13, 76:2
State statutes, 67:53
Subpoena, 3:1, 76:2, 117:2
Technical assistance, 42:1
Termination of employment, 67:53,
76:2
Terms, 3:1, 3:9, 4:2, 4:4, 4:5, 4:17,
15:14, 22:4, 22:6, 29:3, 34:1 to
35:1, 46:1, 67:3, 67:5, 67:34,
67:37, 67:39, 67:40, 67:45,
67:50, 67:53, 73:2, 76:2, 118:1,
118:2, 118:11
Training programs, 29:6, 67:5, 67:53
Unemployment compensation, 67:53,
76:2

WAGE AND HOUR DIVISION

Complainant, 100:4
Investigations, 100:4, 101:2, 102:2
Regulations, 55:1, 61:1 to 63:2,
100:4, 104:3, 108:1
Retaliation, 55:1, 63:2
Subpoenas, 100:4
Unions, 102:2, 108:1

INDEX

WAGES

Defined, 2:1, 3:1, 15:11, 20:5, 22:7,
30:2, 49:1, 57:2, 67:5, 67:8,
67:15, 67:20, 67:23, 67:30,
67:34, 67:37, 67:53, 67:57,
67:60, 73:2, 76:2, 116:1
Generally, 4:18
Labor Management Relations Act,
49:3, 67:8
National Labor Relations Act, 67:5,
67:60, 76:1

WAIVER

Age Discrimination in Employment
Act, 3:12, 4:16, 10:7, 15:3,
20:2, 20:5, 21:2, 21:3, 21:5,
21:6, 21:10, 22:11, 22:14,
22:15, 23:2, 25:5, 26:1, 26:11,
26:12
Aliens, 2:1, 14:3, 15:22, 20:2
Compulsory arbitration, 4:20, 21:6
Generally, 4:13, 4:16, 4:20
Labor Management Relations Act,
67:8
Motions, 2:1, 3:12, 3:16 to 3:18,
12:3, 14:3, 15:22, 15:24, 18:3,
67:50, 68:4
National Labor Relations Act, 7:1,
76:1
Polygraph tests, 98:1
Privilege, 3:1, 3:12, 7:1, 15:22,
67:45, 67:50

WASHINGTON

Affirmative action plans, 8:1
Age Discrimination in Employment
Act, 3:11, 15:13, 21:3, 21:12,
22:6 to 22:8
Age discrimination, 3:11, 4:4, 4:12,
15:13, 21:3, 21:12, 22:6 to
22:8, 57:13, 67:53, 75:10, 76:2,
118:11
Agency proceedings, 3:1
Annual reports, 67:5
Appeals, 1:4, 3:1, 3:11, 3:14, 3:16,
3:18, 4:5, 5:1, 6:1, 6:4, 6:5, 6:8,
7:1, 8:1, 8:2, 15:8, 15:12,
15:13, 15:21, 15:22, 21:3,
21:12, 22:8, 29:7, 34:2, 46:1,
49:1, 49:3, 57:13, 67:8, 67:20,
67:34, 67:35, 67:37, 67:43,

WASHINGTON—Cont'd

69:3, 73:2, 75:10, 76:1 to 98:1,
118:8, 118:9
Apprentices, 4:12, 67:53, 76:11
Arbitration, 3:1, 3:16, 3:18, 4:4, 4:5,
8:2, 15:8, 15:21, 67:8, 67:23,
67:35, 67:53, 69:3, 73:2, 75:10,
76:1, 98:1, 118:8
Assignments, 3:11, 3:16, 4:8, 4:12,
4:14, 6:1, 6:4, 6:5, 7:1, 8:2,
14:1, 15:8, 15:12, 15:13, 21:3,
22:6 to 22:8, 34:2, 67:8, 67:23,
67:34, 67:40, 67:53, 76:8
At-will employment, 3:16, 15:8,
15:13, 73:2, 75:10, 76:1, 76:2,
76:11
Blacklisting, 8:1
Certificates, 67:8, 67:20
Color discrimination, 5:1
Commissions, 67:8, 67:34, 67:37,
67:53, 73:2, 76:2
Compensation, 3:1, 3:11, 3:16, 4:4,
4:5, 4:12, 6:4, 6:8, 8:1, 8:2,
15:8, 15:21, 21:3, 22:6 to 29:7,
34:2, 37:1, 46:1, 67:5, 67:7,
67:8, 67:10, 67:20, 67:23,
67:34, 67:35, 67:37, 67:40,
67:43, 67:53, 73:2, 75:10, 76:1,
76:2, 76:8, 76:11, 118:8, 118:11
Complaints, 3:1, 3:14, 3:16, 3:18,
4:4, 4:5, 4:12, 5:1, 6:1, 6:4, 6:5,
7:1, 8:1 to 14:1, 15:8, 15:12,
15:13, 15:22, 21:3, 22:6, 22:8,
34:2, 61:1, 67:8, 67:23, 67:37,
76:2, 76:8, 83:8, 112:10
Conciliation, 1:4, 3:1, 3:6, 21:3, 22:8
Conditions of employment, 3:14,
3:16, 5:1, 6:4, 6:5, 8:2, 22:6,
67:23, 76:1, 83:8
Constitutionality, 15:22, 111:5
Costs, 1:4, 3:11, 3:14, 4:12, 6:1, 6:5,
7:1, 8:2, 15:8, 15:22, 21:12,
22:6, 22:7, 34:2, 49:1, 49:3,
67:5, 67:8, 67:20, 67:23, 67:35,
67:37, 67:40, 67:43, 67:53,
69:3, 70:1, 76:1, 76:2, 118:8,
118:11, 118:16
Court proceedings, 76:2
Employment agencies, 4:8
Employment practices, 1:4, 3:11,
3:16, 4:5, 4:8, 6:1, 7:1, 8:1,

EMPLOYMENT LAW CHECKLISTS AND FORMS

WASHINGTON—Cont'd

14:1, 15:8, 15:13, 22:6, 22:7,
73:2, 76:1, 98:1, 118:8

Equal pay, 3:16, 4:4, 6:8, 29:7,
29:12, 30:12, 118:8

Evidence, 1:4, 3:1, 3:6, 3:11, 3:14,
3:16, 3:18, 4:4, 4:5, 4:8, 4:12,
5:1, 6:1, 6:4, 6:5, 6:8, 7:1, 8:1
to 14:1, 15:7, 15:8, 15:12,
15:13, 15:21, 15:22, 21:3,
21:12, 22:6 to 22:8, 29:7,
29:12, 34:2, 37:1, 37:3, 46:1,
57:13, 67:5, 67:7, 67:8, 67:20,
67:23, 67:34, 67:35, 67:37,
67:40, 67:43, 67:53, 69:3, 70:1,
73:2, 75:10, 76:1, 76:2, 76:8,
76:11, 83:5, 83:8, 83:11, 98:1,
118:8, 118:9, 118:11, 118:16

Exemptions, 7:1, 15:13, 67:8, 67:40,
76:2, 98:1

Garnishment, 67:34, 67:40, 67:53,
76:2

Handicapped persons, 83:8

Harassment, 3:1, 3:6, 3:11, 3:14,
3:16, 3:18, 4:4, 4:5, 4:12, 5:1,
6:1, 6:4, 6:5, 7:1, 8:1 to 14:1,
15:7, 15:8, 15:12, 15:13, 15:22,
21:3, 22:6 to 22:8, 34:2, 67:35,
73:2, 75:10, 76:1, 76:2, 76:8,
76:11, 83:8, 83:13, 118:8,
118:11

Health insurance, 6:1, 7:1, 15:8,
15:13, 21:12, 22:6, 67:5, 67:8,
67:20, 67:23, 67:34, 67:37,
67:40, 67:53, 70:1

Hearings, 3:11, 3:18, 6:5, 15:8,
15:13, 15:21, 118:8

Hiring practices, 4:12

Holidays, 7:1, 46:1, 67:8

Investigations, 4:5, 6:4, 8:1, 8:2,
15:8, 15:12, 15:13, 15:22, 22:6,
76:11, 98:1

Jury duty, 76:2

Life insurance, 67:5, 67:8, 67:20,
67:23, 67:34, 67:35, 67:37,
67:40, 67:43, 67:53

Mandatory retirement, 15:8, 15:13,
21:3, 22:6 to 22:8

Marital status, 6:1, 67:8

Medical benefits, 67:8, 67:23, 67:37,
67:43, 67:53

WASHINGTON—Cont'd

Medical insurance, 46:1, 67:53

National origin discrimination, 3:1,
4:4, 5:1, 8:1

Notice, 1:4, 3:1, 3:6, 3:11, 3:14,
3:16, 3:18, 4:4, 4:5, 4:12, 5:1,
6:1, 6:4, 6:5, 7:1, 8:1, 8:2, 15:7,
15:8, 15:22, 21:3, 22:6, 22:7,
34:2, 37:1, 37:3, 46:1, 49:1,
49:3, 57:3, 57:13, 61:1, 67:5,
67:7, 67:8, 67:20, 67:23, 67:34,
67:35, 67:37, 67:40, 67:53,
69:3, 70:1, 75:10, 76:2, 76:8,
98:1, 113:3, 118:11

Overtime pay, 6:1, 15:8, 46:1, 76:2

Parental leave, 6:1, 15:13

Permits, 3:1, 3:11, 3:16, 3:18, 6:1,
6:4, 6:8, 7:1, 8:2, 21:3, 22:8,
57:13, 67:5, 67:7, 67:8, 67:20,
67:23, 67:34, 67:40, 67:53,
69:3, 75:10, 76:2, 98:1

Polygraph tests, 98:1

Pregnancy discrimination, 4:5, 6:1,
8:1, 76:2

Privacy, 4:4, 4:14, 5:1, 7:1, 8:1, 8:2,
15:8, 15:13, 15:22, 67:8, 67:53,
73:2, 76:1, 76:2, 76:8

Private rights, 76:2

Race discrimination, 3:1, 3:14, 3:16,
4:4, 4:5, 4:12, 6:1, 6:5, 8:1 to
14:1, 15:12, 15:13, 15:22

Religious discrimination, 7:1

Remedies, 1:4, 3:1, 3:6, 3:11, 3:14,
4:4, 6:5, 8:1, 8:2, 15:8, 15:13,
15:21, 21:3, 22:6, 22:7, 29:12,
46:1, 67:5, 67:20, 67:34, 67:35,
67:37, 67:40, 67:53, 69:3, 73:2,
76:1, 76:2, 76:8, 76:11, 83:11,
83:13, 111:5

Reports, 3:1, 3:14, 4:4, 4:5, 4:12,
5:1, 6:4, 6:5, 8:1, 8:2, 15:8,
15:21, 15:22, 22:7, 34:2, 67:5,
67:8, 67:20, 67:23, 67:35,
67:37, 67:43, 76:2, 118:8

Rest breaks, 37:1

Retirement benefits, 4:5, 21:12, 22:6,
22:7, 67:5, 67:8, 67:23, 67:34,
67:37, 67:40, 67:53, 83:8

Sanctions, 4:5, 4:12, 6:5, 7:1, 15:8,
22:8, 67:43, 75:10, 112:10,
118:8, 118:11

INDEX

WASHINGTON—Cont'd

Sex discrimination, 1:4, 3:1, 3:11,
3:14, 4:4, 4:5, 4:12, 6:1, 6:4,
6:5, 6:8, 8:2, 15:13, 15:22,
21:3, 29:7, 29:12, 57:13, 76:2
Sick leave, 3:11, 3:14, 4:5, 6:1, 8:2,
15:8, 15:13, 22:6, 34:2, 83:11
State statutes, 67:53, 75:10
Termination of employment, 21:12,
22:7, 67:7, 67:8, 67:53, 70:1,
75:10, 76:1, 76:2, 76:11
Terms, 3:1, 3:11, 3:14, 4:4, 4:5, 4:12,
5:1, 6:1, 6:4, 6:5, 7:1, 8:1 to
14:1, 15:8, 15:12, 15:22, 22:6
to 22:8, 34:2, 46:1, 67:5, 67:7,
67:8, 67:20, 67:23, 67:34,
67:35, 67:37, 67:40, 67:43,
67:53, 73:2, 75:10, 76:2, 76:8,
118:11
Trainees, 3:6, 4:12, 22:7
Training programs, 67:5, 67:8, 67:53
Truck drivers, 3:1, 49:3
Unemployment compensation, 4:12,
8:1, 8:2, 15:21, 67:10, 67:53,
75:10, 76:2

WATER

National Labor Relations Act, 76:9

WEST VIRGINIA

Age Discrimination in Employment
Act, 117:2
Age discrimination, 57:13, 76:2,
117:2, 118:11
Appeals, 57:12, 57:13, 61:3, 67:50,
76:2, 117:2, 118:2, 118:8
At-will employment, 76:2
Compensation, 61:3, 67:3, 67:50,
76:2, 117:2, 118:8, 118:11
Complaints, 76:2
Court proceedings, 76:2
Disclosures, 118:11
Employment practices, 118:8
Equal pay, 118:8
Evidence, 57:12, 57:13, 67:3, 67:50,
76:2, 117:2, 118:1, 118:2, 118:8,
118:11, 118:12
Exemptions, 67:3, 76:2
Federal preemption, 76:2
Fringe benefits, 117:2

WEST VIRGINIA—Cont'd

Garnishment, 67:50, 76:2
Harassment, 67:50, 76:2, 118:2,
118:8, 118:11
Health, 57:12, 57:13, 61:3, 67:3,
67:50, 76:2, 117:2, 118:1,
118:2, 118:8, 118:11
Hearings, 118:8
Jury duty, 76:2
Life insurance, 67:3, 67:50
Notice, 57:12, 57:13, 61:3, 67:50,
76:2, 118:2, 118:11
Overtime pay, 76:2
Permits, 57:13, 76:2
Pregnancy discrimination, 76:2
Remedies, 67:50, 76:2, 118:1
Resignation, 57:13, 76:2
Sanctions, 67:50, 118:8, 118:11
Sex discrimination, 57:13, 76:2
Suspension, 57:13, 76:2
Termination of employment, 76:2
Terms, 67:3, 67:50, 76:2, 118:1,
118:2, 118:11
Unemployment compensation, 76:2

WHISTLEBLOWING

Civil Service Reform Act, 4:4
Statutory protection, 74:3, 76:2

WILLFULNESS

Age Discrimination in Employment
Act, 21:8, 22:4, 117:1
Liquidated damages, 21:8, 29:14,
55:1, 67:37

WISCONSIN

Administrative review, 15:8, 67:8,
67:35
Affirmative action plans, 4:3
Age Discrimination in Employment
Act, 3:12, 15:13, 21:8, 22:6,
22:7, 22:15
Age discrimination, 3:12, 4:2, 15:13,
21:8, 22:6, 22:7, 22:15, 67:53,
76:2
Agency proceedings, 3:1
Agricultural employees, 76:2
Answers, 3:1, 3:12, 3:16, 4:5, 15:8,
67:8
Apprentices, 3:9, 67:53

WISCONSIN—Cont'd

Assignments, 3:12, 3:16, 4:3, 4:14, 4:17, 6:1, 6:3 to 6:5, 15:8, 15:9, 15:13, 22:6, 22:7, 34:2, 67:8, 67:53

At-will employment, 3:16, 15:8, 15:13, 16:1, 75:6, 76:2

Blacklisting, 15:9

Certificates, 67:8, 67:20

Collective bargaining agreement, 3:12, 4:5, 4:18, 6:3, 6:5, 15:8, 15:21, 22:7, 29:10, 34:2, 67:5, 67:8, 67:20, 67:53, 76:2, 83:11

Color discrimination, 5:1

Compensation, 3:1, 3:9, 3:12, 3:16, 4:3, 4:5, 4:17, 4:18, 6:4, 6:8, 15:8, 15:9, 15:21, 22:6, 22:7, 22:15, 29:10, 34:1 to 37:1, 59:1, 67:5, 67:8, 67:20, 67:35, 67:46, 67:50, 67:53, 75:6, 76:2, 83:3, 83:7, 83:12

Conciliation, 3:1, 3:9, 42:1

Conditions of employment, 3:9, 3:12, 3:14, 3:16, 4:3, 4:17, 5:1, 6:3 to 6:5, 15:9, 22:6, 34:1, 59:1, 83:8

Court proceedings, 15:9, 76:2

Disability benefits, 3:1, 6:1, 67:5, 67:8, 67:20, 67:35, 67:50, 67:53, 83:7

Discrimination, 3:1, 3:9, 3:12, 3:14, 3:16, 4:2, 4:3, 4:5, 4:14, 4:17, 4:18, 5:1, 6:1, 6:3 to 6:5, 6:8, 14:2, 15:9, 15:13, 15:21, 16:1, 21:8, 22:6, 22:7, 22:15, 29:10, 34:1 to 37:1, 42:1, 67:5, 67:50, 67:53, 76:2, 83:1, 83:3, 83:4, 83:7, 83:8, 83:11, 83:12

Employment practices, 3:12, 3:16, 4:2, 4:5, 6:1, 15:8, 15:9, 15:13, 22:6, 22:7, 83:1

Evidence, 3:1, 3:9, 3:12, 3:14, 3:16, 4:2, 4:3, 4:5, 4:17, 4:18, 5:1, 6:1, 6:3 to 6:5, 6:8, 14:2, 15:6, 15:8, 15:9, 15:13, 15:21, 16:1, 21:8, 22:6, 22:7, 29:10, 34:1 to 37:1, 59:1, 67:5, 67:8, 67:20, 67:35, 67:46, 67:50, 67:53, 75:6, 76:2, 83:4, 83:7, 83:8, 83:11

Exemptions, 14:2, 15:13, 21:8, 67:8, 76:2

WISCONSIN—Cont'd

Fringe benefits, 3:1, 4:3, 15:8, 15:13, 21:8, 22:6, 67:8, 83:1

Garnishment, 67:50, 67:53, 76:2

Handicapped persons, 83:1, 83:8

Harassment, 3:1, 3:9, 3:12, 3:14, 3:16, 4:2, 4:3, 4:5, 4:17, 4:18, 5:1, 6:1, 6:3 to 6:5, 15:6, 15:8, 15:9, 15:13, 16:1, 21:8, 22:6, 22:7, 34:1, 34:2, 67:35, 67:50, 76:2, 83:4, 83:7, 83:8

Health, 3:1, 3:9, 3:12, 3:14, 3:16, 4:2, 4:3, 4:5, 4:14, 4:17, 4:18, 5:1, 6:1, 6:3 to 6:5, 6:8, 15:6, 15:8, 15:9, 15:13, 15:21, 16:1, 21:8, 22:6, 22:7, 29:10, 34:1 to 37:1, 47:4, 59:1, 67:5, 67:8, 67:20, 67:35, 67:46, 67:50, 67:53, 75:6, 76:2, 83:1, 83:3, 83:4, 83:7, 83:8, 83:11

Hearings, 6:5, 15:8, 15:9, 15:13, 15:21

Hiring practices, 3:9

Holidays, 67:8

Insurance premiums, 6:1, 67:5, 67:8, 67:20, 67:50, 76:2

Investigations, 3:12, 4:5, 6:3, 6:4, 15:8, 15:9, 15:13, 22:6

Jury duty, 76:2

Life insurance, 4:3, 6:3, 59:1, 67:5, 67:8, 67:20, 67:35, 67:46, 67:50, 67:53

Marital status, 6:1, 6:3, 67:8

Medical benefits, 67:8, 67:53

National origin discrimination, 3:1, 3:12, 5:1

Notice, 3:1, 3:9, 3:12, 3:14, 3:16, 4:2, 4:3, 4:5, 4:17, 4:18, 5:1, 6:1, 6:3 to 6:5, 14:2, 15:8, 15:9, 22:6, 22:7, 22:15, 34:2, 37:1, 42:1, 47:4, 59:1, 67:5, 67:8, 67:20, 67:35, 67:46, 67:50, 67:53, 76:2, 83:1

Overtime pay, 4:3, 6:1, 15:8, 15:9, 76:2

Parental leave, 6:1, 15:13

Permits, 3:1, 3:12, 3:16, 6:1, 6:3, 6:4, 6:8, 15:9, 21:8, 67:5, 67:8, 67:20, 67:53, 75:6, 76:2, 83:12

Physical fitness, 3:14

INDEX

WISCONSIN—Cont'd

Pregnancy discrimination, 3:12, 4:2,
4:5, 4:17, 6:1, 76:2
Privileges of employment, 4:3
Promotions, 3:1, 3:9, 4:2, 4:3, 4:5,
4:17, 4:18, 14:2, 15:9, 22:6,
22:7
Race discrimination, 3:1, 3:12, 3:14,
3:16, 4:2, 4:3, 4:5, 6:1, 6:5,
15:9, 15:13, 16:1
Religious discrimination, 4:3
Remedies, 3:1, 3:12, 3:14, 4:17,
4:18, 6:3, 6:5, 15:8, 15:13,
15:21, 22:6, 22:7, 29:10, 34:1,
42:1, 67:5, 67:20, 67:35, 67:50,
67:53, 75:6, 76:2, 83:1, 83:11,
83:12
Reports, 3:1, 3:12, 3:14, 4:2, 4:5,
5:1, 6:3 to 6:5, 15:8, 15:9,
15:21, 22:7, 34:1, 34:2, 67:5,
67:8, 67:20, 67:35, 67:46,
67:50, 76:2
Retaliation, 3:1, 3:9, 3:12, 3:14,
3:16, 4:2, 4:3, 4:5, 4:17, 4:18,
5:1, 6:1, 6:3, 6:5, 6:8, 14:2,
15:6, 15:8, 15:9, 15:13, 15:21,
16:1, 21:8, 22:6, 22:7, 34:1,
42:1, 67:53, 76:2, 83:8, 83:11
Retirement benefits, 4:5, 22:6, 22:7,
67:5, 67:8, 67:53, 83:8
Sanctions, 3:9, 3:12, 4:5, 6:3, 6:5,
15:8, 15:9, 67:50
Sex discrimination, 3:1, 3:9, 3:12,
3:14, 4:2, 4:3, 4:5, 4:17, 4:18,
6:1, 6:3 to 6:5, 6:8, 15:9, 15:13,
29:10, 76:2
Sick leave, 3:14, 4:3, 4:5, 4:17, 6:1,
6:3, 15:8, 15:13, 22:6, 34:2,
59:1, 67:50, 83:1, 83:4, 83:11
State statutes, 67:53
Stolen property, 4:5
Strike, 3:1, 3:14, 3:16, 4:3, 4:5, 5:1,
75:6, 76:2
Students, 3:1, 4:2, 4:3, 4:5, 4:14, 6:5,
15:8, 15:9, 15:13, 22:6 to 67:8,
76:2, 83:3, 83:8
Technical assistance, 42:1
Termination of employment, 22:7,
59:1, 67:8, 67:53, 76:2
Terms, 3:1, 3:9, 3:14, 4:2, 4:3, 4:5,
4:17, 5:1, 6:1, 6:3 to 6:5, 14:2,

WISCONSIN—Cont'd

15:8, 15:9, 22:6, 22:7, 22:15,
34:1 to 59:1, 67:5, 67:8, 67:20,
67:35, 67:46, 67:50, 67:53, 76:2
Unemployment compensation, 4:18,
15:21, 22:15, 67:53, 76:2
Union dues, 15:13

WITHHOLDING

Death benefits, 67:8
Disability benefits, 20:5, 67:8, 67:37,
67:39, 67:40, 67:49, 67:53, 76:8
Labor Management Relations Act,
67:8
Retaliation, 3:2, 67:40, 67:53, 76:8
Sick leave, 75:2

WITNESSES

Federal employment, 4:5
Unions, 15:9, 67:8

WORK ASSIGNMENTS

Collective bargaining agreements,
67:8
Federal employment, 2:1

WORK DAY

Collective bargaining agreements,
67:8

WORK PRODUCT PRIVILEGE

Discovery, 3:12, 67:43

WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT

Affected employees, 46:1, 47:4,
48:2, 48:3, 49:1 to 50:2, 50:7 to
50:12, 50:15, 50:16, 51:1, 52:1,
54:3, 54:4
Amount, 46:1, 49:3, 49:4, 50:17,
67:8
Benefits, 46:1, 47:1 to 47:4, 48:1 to
49:3, 50:4, 50:8, 67:8, 74:3
Civil penalties, 49:2
Closings, 46:1, 47:3, 47:4, 48:2 to
49:4, 50:2, 50:8, 50:17, 52:1
Compliance, 48:2 to 49:4, 50:8, 67:8
Consolidation, 46:1, 50:8
Contents, 67:8
Counting, 67:8

**WORKER ADJUSTMENT AND
RETRAINING**

NOTIFICATION ACT—Cont'd

Date, 46:1, 49:1 to 49:4, 50:8 to 50:16, 50:18, 54:1 to 54:4, 67:8
 Determinations, 67:8
 Employee benefits, 46:1, 47:2, 47:4, 49:1, 49:2, 67:8, 74:3
 Employees, 46:1, 47:1, 47:3, 47:4, 48:1 to 48:3, 49:1 to 49:4, 50:2 to 50:4, 50:6 to 50:12, 50:15 to 50:17, 51:1, 52:1, 54:1 to 54:4, 67:8, 74:3
 Employers, 46:1, 47:4, 48:1 to 48:3, 49:1, 49:3, 50:2, 50:4, 50:7, 50:8, 50:10, 67:8, 74:3
 Employment losses, 49:4, 50:8, 50:10
 Exceptions, 49:4, 50:7, 50:17, 67:8
 Extensions, 67:8
 Facilities, 46:1, 49:1, 49:2, 49:4, 50:8, 51:1, 67:8
 Faltering company, 49:4, 50:17
 Faltering company exception, 49:4
 Laid-off employees, 50:8, 67:8
 Layoffs, 46:1, 48:2, 48:3, 49:1 to 49:4, 50:2, 50:4, 50:6, 50:8, 50:10, 50:17, 51:1, 52:1, 54:1 to 54:4
 Liability, 46:1, 48:3, 49:1 to 49:4, 50:8, 50:17, 67:8
 Local government, 46:1, 48:1, 49:1, 50:3, 50:8, 50:9, 50:11, 50:12, 50:15, 50:17, 51:1, 54:2 to 54:4
 Loss of employment, 46:1, 49:1, 50:2, 74:3
 National Labor Relations Act, 47:1, 48:2
 Natural disaster exception, 49:1, 50:17
 Natural disasters, 50:17
 Notice requirements, 46:1, 49:1, 49:4, 50:2, 50:3, 50:8, 50:10, 50:13, 50:14, 67:8
 Offsets, 67:8
 Operating units, 46:1, 47:3, 51:1
 Penalties, 49:2, 49:3, 50:7, 67:8
 Plant closings, 46:1, 47:3, 47:4, 48:2 to 49:4, 50:2, 50:8, 50:17, 52:1

**WORKER ADJUSTMENT AND
RETRAINING**

NOTIFICATION ACT—Cont'd

Purpose, 46:1, 49:2 to 50:2, 50:8, 67:8, 74:3
 Relocation, 47:4, 48:2, 50:8
 Remedies, 46:1, 47:1, 50:6, 50:8
 Right to jury trial, 46:1
 Sale of business, 49:4, 67:8
 Single site of employment, 46:1, 47:3, 48:2, 49:1, 49:2, 50:6, 50:8
 Statute of limitations, 46:1
 Strikes, 50:10, 67:8
 Unforeseeable business circumstances, 46:1, 48:1, 49:1, 49:4, 50:10, 50:17, 51:1, 52:1, 54:4
 Unforeseeable business circumstances exception, 46:1, 49:1, 50:17
 Union representatives, 50:6
 Violations, 46:1, 49:1 to 49:3, 50:3, 50:12, 67:8, 74:3

WORKING CONDITIONS

Job descriptions, 3:11, 15:11, 29:2, 29:7, 31:1
 National Labor Relations Act, 7:1
 National Labor Relations Board, 76:2
 Unions, 14:3, 15:9, 15:11, 27:1

WORKPLACE SAFETY

Absence, 15:9
 Access, 15:9
 Accusations, 15:9
 Adequacy, 15:9
 Affidavits, 15:9
 Agencies, 15:9, 83:11
 Agriculture, 83:11
 Air, 15:9
 Alabama, 15:9, 83:11
 Allegations, 15:9
 Amendment, 15:9, 83:11
 Appearances, 15:9
 Arguments, 15:9
 Arkansas, 15:9, 83:11
 Asbestos, 15:9
 Assessment, 15:9
 Assignment, 15:9

INDEX

WORKPLACE SAFETY—Cont'd

Attorneys, **15:9**
Aviation, **83:11**
Ban, **15:9, 83:11**
Buildings, **15:9**
Business, **15:9, 83:11**
California, **15:9, 83:11**
Capacity, **15:9, 83:11**
Care, **15:9, 83:11**
Cause, **15:9, 83:11**
Checklists, **15:9, 83:11**
Citations, **15:9**
Claims, **15:9, 83:11**
Collective bargaining, **15:9, 83:11**
Colorado, **15:9**
Compel, **15:9**
Complaints, **15:9**
Conduct, **15:9**
Confidentiality, **15:9**
Connecticut, **15:9**
Consent, **83:11**
Contractors, **15:9**
Correction, **15:9**
Counsel, **15:9**
Courts, **15:9, 83:11**
Date, **15:9, 83:11**
Death, **15:9**
Decisions, **15:9**
Defense, **15:9, 83:11**
Denial, **15:9**
Depositions, **15:9**
Determinations, **15:9**
Development, **15:9**
Disclosure, **15:9, 83:11**
Discovery, **15:9**
Disqualification, **15:9**
Dissemination of information, **15:9**
Documents, **15:9**
Duration, **83:11**
Education, **15:9**
Effective date, **83:11**
Election, **15:9**
Enforcement, **15:9**
English, **15:9**
Equipment, **15:9**
Establishment, **15:9**
Evidence, **15:9, 83:11**

WORKPLACE SAFETY—Cont'd

Exposure, **15:9**
Facilities, **83:11**
False statements, **15:9**
Federal Rules of Civil Procedure, **15:9**
Field, **83:11**
Filing, **15:9**
Fire, **15:9**
Funding, **15:9, 83:11**
Gas, **15:9**
Georgia, **15:9**
Goals, **15:9**
Good faith, **15:9, 83:11**
Guidelines, **15:9**
Handling, **15:9**
Harm, **15:9, 83:11**
Health, **15:9, 83:11**
Hearing, **15:9, 83:11**
Hearings, **15:9**
Hours, **15:9**
Idaho, **15:9**
Illinois, **15:9**
Incidents, **15:9**
Indiana, **83:11**
Information, **15:9, 83:11**
Injuries, **83:11**
Instructions, **15:9**
Intent, **15:9, 83:11**
Interpretation, **15:9**
Interrogatories, **15:9**
Investigations, **15:9**
Iowa, **15:9**
Judges, **15:9**
Jury trial, **15:9**
Kansas, **15:9**
Keeping, **15:9**
Knowledge, **15:9, 83:11**
Lack, **15:9, 83:11**
Laws, **15:9**
Lawyers, **15:9**
Lead, **15:9**
Liability, **15:9, 83:11**
Location, **15:9**
Mail, **15:9, 83:11**
Materials, **15:9**
Maximum, **15:9**
Meetings, **15:9**

WORKPLACE SAFETY—Cont'd

Misconduct, **15:9, 83:11**
 Mississippi, **15:9**
 Missouri, **15:9**
 Modification, **83:11**
 Monitoring, **15:9**
 Nebraska, **15:9**
 Necessity, **83:11**
 New Mexico, **15:9**
 New York, **15:9, 83:11**
 North Carolina, **15:9**
 Obtaining, **15:9**
 Officers, **15:9, 83:11**
 Ohio, **15:9, 83:11**
 Oklahoma, **15:9**
 Operations, **15:9**
 Opinions, **15:9**
 Orders, **15:9**
 Oregon, **15:9**
 Participation, **15:9, 83:11**
 Parties, **15:9**
 Penalties, **15:9**
 Pennsylvania, **15:9, 83:11**
 Performance, **15:9, 83:11**
 Permission, **15:9**
 Permits, **15:9**
 Personnel, **15:9, 83:11**
 Petitions, **15:9**
 Place, **15:9, 83:11**
 Plans, **15:9**
 Pleading, **15:9**
 Posting, **15:9**
 Powers, **15:9**
 Practices, **15:9, 83:11**
 Prejudice, **15:9**
 Priorities, **15:9**
 Procedure, **15:9**
 Proceedings, **15:9**
 Programs, **83:11**
 Proof, **15:9, 83:11**
 Protection, **15:9**
 Public employers, **15:9**
 Public works, **15:9**
 Purpose, **15:9**
 Record, **15:9**
 Records, **15:9**
 Refusal, **15:9**

WORKPLACE SAFETY—Cont'd

Regulation, **15:9**
 Relief, **15:9, 83:11**
 Reporting, **15:9**
 Reports, **15:9**
 Requests, **15:9**
 Responses, **15:9**
 Responsibilities, **15:9**
 Restrictions, **15:9**
 Review, **15:9, 83:11**
 Rights, **15:9**
 Role, **15:9**
 Rules, **15:9**
 Sanctions, **15:9**
 Scope, **15:9, 83:11**
 Service, **15:9, 83:11**
 Services, **15:9**
 Shifts, **15:9, 83:11**
 Showers, **15:9**
 Signatures, **15:9**
 Signs, **15:9**
 Size, **15:9, 83:11**
 Standards, **15:9**
 State, **15:9, 83:11**
 Statements, **15:9, 83:11**
 States, **15:9, 83:11**
 Status, **15:9**
 Statutes, **15:9**
 Steel, **83:11**
 Storage, **15:9**
 Substances, **15:9**
 Summaries, **15:9**
 Surveillance, **15:9**
 Systems, **15:9, 83:11**
 Termination, **15:9, 83:11**
 Testimony, **15:9**
 Texas, **15:9, 83:11**
 Threatened, **15:9**
 Tools, **15:9**
 Training, **15:9**
 Transportation, **83:11**
 Treatment, **15:9**
 Types, **15:9**
 Use, **15:9, 83:11**
 Utah, **15:9, 83:11**
 Validity, **15:9**
 Vehicles, **15:9**

INDEX

WORKPLACE SAFETY—Cont'd

Violations, **15:9**
Virgin Islands, **15:9**
Visits, **15:9**
Warrants, **15:9**
Washington, **83:11**
Waste, **15:9**
Water, **15:9**
Wisconsin, **15:9, 83:11**
Witnesses, **15:9**
Written, **15:9**

WORKSHARING AGREEMENTS

Title VII, **3:1**

WORKWEEK

Collective bargaining agreements,
67:8

WRONGFUL DISCHARGE

National Labor Relations Act, **22:1, 76:1**
Preemption, **66:9, 67:53, 67:54, 76:1, 76:2, 76:8, 76:10**
Railway Labor Act, **22:1, 67:53**

WYOMING

Age discrimination, **75:10**
Assignments, **8:2, 67:8, 76:8**
At-will employment, **75:10, 75:12, 75:14, 75:16, 76:1, 76:9, 79:3**
Certificates, **67:8**
Compensation, **8:2, 29:14, 30:2, 67:8, 67:37, 67:45, 75:10, 75:12, 75:15, 76:1, 76:8, 118:8**
Complaints, **8:2, 11:1, 29:14, 67:8, 67:37, 76:8**
Conditions of employment, **8:2, 75:12, 76:1, 79:3**
Employment practices, **75:12, 76:1, 118:8**
Equal pay, **29:14, 30:2, 118:8**

WYOMING—Cont'd

Evidence, **8:2, 11:1, 29:14, 62:1, 67:8, 67:37, 67:45, 75:10, 75:12, 75:14 to 75:16, 76:1, 76:8, 76:9, 79:3, 118:8**
Exemptions, **67:8**
Female employees, **29:14, 30:2**
Fringe benefits, **30:2, 67:8, 67:45**
Harassment, **8:2, 11:1, 75:10, 75:14, 76:1, 76:8, 118:8**
Hearings, **118:8**
Holidays, **67:8**
Investigations, **8:2**
Life insurance, **30:2, 67:8, 67:37, 67:45**
Mandatory retirement, **75:15**
Medical benefits, **67:8, 67:37**
Notice, **8:2, 29:14, 62:1, 67:8, 67:37, 67:45, 75:10, 75:12, 75:15, 75:16, 76:8, 79:3**
Payment of compensation, **75:15**
Permits, **8:2, 67:8, 67:45, 75:10, 75:12**
Race discrimination, **8:2, 11:1**
Records, **8:2, 30:2, 67:8, 67:37, 67:45, 75:12, 118:8**
Remedies, **8:2, 11:1, 67:37, 67:45, 76:1, 76:8, 76:9**
Sanctions, **75:10, 118:8**
Sex discrimination, **8:2, 30:2**
State statutes, **75:10**
Terms, **8:2, 30:2, 67:8, 67:37, 67:45, 75:10, 75:12, 75:14 to 75:16, 76:8, 76:9, 79:3**
Unemployment compensation, **8:2, 75:10**

YOUNGER WORKERS

Recruitment, **22:4, 22:6, 22:7**

ZONING

At-will employment, **15:11, 15:13, 76:2**