

# Table of Contents

## CHAPTER 1. PREEMPTION

- § 1:1 Preemption—Overview
- § 1:3 ERISA preemption—The ERISA statutory scheme
- § 1:4 ERISA preemption—Standing
- § 1:5 ERISA preemption—The ERISA plan requirement
- § 1:7 ERISA preemption—§ 502(a)(1)(B): Benefit claims by participants or beneficiaries
- § 1:10 ERISA preemption—§ 514(a): Laws which relate to ERISA plans—“Relate to” requirement
- § 1:19 Federal labor law preemption—LMRA § 301 preemption of claims depending on the meaning of labor contracts
- § 1:20 Federal labor law preemption—*Garmon* preemption of claims regarding conduct prohibited or protected by the National Labor Relations Act
- § 1:22 OSHA preemption—Overview

## CHAPTER 2. EMPLOYMENT STATUS

- § 2:1 Overview
- § 2:2 Common law vicarious liability; right to control
- § 2:3 Protective statutes; economic realities; hybrids
- § 2:4 Independent Contractor Law—Overview
- § 2:5 Independent Contractor Law—The three-part test

## CHAPTER 3. THE CONTRACTUAL EMPLOYMENT RELATIONSHIP

- § 3:2 Contractual modification of the At-Will Doctrine—General principles of contract construction
- § 3:3 Contractual modification of the At-Will Doctrine—Modification of the at-will rule by express or implied agreement
- § 3:4 Contractual modification of the At-Will Doctrine—Meaning of “just cause”
- § 3:6 Contractual modification of the At-Will Doctrine—Personnel handbooks as employment contracts
- § 3:8 Oral employment contracts—General principles of oral employment contracts and the statute of frauds
- § 3:14 Oral employment contracts—Estoppel as a means to avoid the statute of frauds
- § 3:19 Damages for breach of employment contracts—Liquidated damages
- § 3:23 Detrimental reliance/promissory estoppel—Generally
- § 3:27 Restitution as an alternative to claims for breach of contract—Quantum meruit claims
- § 3:28 Severance pay, settlement agreements, and releases

## **CHAPTER 4. COVENANT OF GOOD FAITH AND FAIR DEALING; PUBLIC POLICY**

- § 4:1 *Fortune v. National Cash Register Company*
- § 4:2 Present application of *Fortune v. National Cash Register Company*
- § 4:4 Public policy
- § 4:5 Legislation as the primary source of substantive public policy
- § 4:6 Administrative regulations do not create public policy
- § 4:7 Federal law as a source of public policy
- § 4:9 Whistle-blowers
- § 4:11 Statutory preemption of public policy claims

## **CHAPTER 5. EMPLOYMENT RELATIONS WITHIN THE CLOSE CORPORATION**

- § 5:1 Employment relations within the close corporation—Generally
- § 5:2 *Wilkes v. Springfield Nursing Home Inc.* and the reciprocal obligations of shareholders in the close corporation
- § 5:7 Direct suits and shareholder derivative suits
- § 5:9 Remedies
- § 5:10 Choice of law

## **CHAPTER 6. PRE-DISPUTE ARBITRATION AGREEMENTS**

- § 6:1 Introduction
- § 6:2 The Federal Arbitration Act; persons covered; enforcement
- § 6:3 Gateway matters
- § 6:4 Arbitration of individual statutory rights
- § 6:6 Class based claims
- § 6:7 Waiver of class claims
- § 6:8 Class claims under the National Labor Relations Act
- § 6:9 Waiver of the right to arbitrate
- § 6:10 The Massachusetts Arbitration Act

## **CHAPTER 7. EMPLOYER TORT LIABILITY**

- § 7:2 Independent contractors
- § 7:3 Vicarious liability for acts of employees—Overview
- § 7:4 Vicarious liability for acts of employees—Scope of employment
- § 7:5 Vicarious liability for acts of employees—Torts committed against an employee by co-workers or superiors
- § 7:7 Workers' Compensation Act—Common law suits to remedy personal injuries barred
- § 7:8 Workers' Compensation Act—Personal injury
- § 7:9 Workers' Compensation Act—Emotional distress damages recoverable if incidental to claims not barred
- § 7:11 Workers' Compensation Act—Injury arising out of and in the course of employment
- § 7:14 Workers' Compensation Act—Tort claims against co-employees or supervisors generally barred

## TABLE OF CONTENTS

- § 7:15 Workers' Compensation Act—Common law claims against third parties not barred
- § 7:17 Workers' Compensation Act—Claims against uninsured employers not barred
- § 7:18 Workers' Compensation Act—Leased or loaned employees
- § 7:20 Constructive discharge
- § 7:21 Defamation—Elements
- § 7:22 Defamation—Publication
- § 7:24 Defamation—Actionable statements
- § 7:28 Defamation—Statements of opinion
- § 7:30 Defamation—Privilege—Absolute privilege
- § 7:31 Defamation—Privilege—Application in the workplace—Conditional privilege
- § 7:32 Defamation—Privilege—Application in the workplace—Loss of conditional privileges
- § 7:33 Defamation—Damages
- § 7:34 Intentional infliction of emotional distress—Elements
- § 7:35 Intentional infliction of emotional distress—Application in the workplace
- § 7:37 Negligent infliction of emotional distress—Elements
- § 7:43 Malicious prosecution and abuse of process—Elements
- § 7:46 Interference with contractual or advantageous relations—Elements
- § 7:48 Interference with contractual or advantageous relations—Application in the workplace—Actions against co-workers
- § 7:49 Interference with contractual or advantageous relations—Application in the workplace—Proof of improper means or motive in actions brought against supervisors
- § 7:53 Negligent hiring, retention, or supervision—Elements
- § 7:54 Negligent hiring, retention, or supervision—Application in the workplace—*Foster v. The Loft, Inc.*
- § 7:58 Fraud/deceit—Elements
- § 7:60 Fraud/deceit—Actionable misrepresentations
- § 7:64 Fraud/deceit—Special pleading requirements
- § 7:65 Fraud/deceit—Defenses—Opinion
- § 7:67 Negligent misrepresentation—Elements
- § 7:71 Tortious nondisclosure [*New*]
- § 7:72 Civil conspiracy—Elements [*New*]

## **CHAPTER 8. THE FAIR EMPLOYMENT PRACTICES ACT: MASSACHUSETTS GENERAL LAWS CHAPTER 151B**

- § 8:1 The Fair Employment Practices Act—Generally
- § 8:2 Relationship to federal antidiscrimination laws
- § 8:3 Relationship to other federal and state laws—Preemption
- § 8:4 Work sharing agreement
- § 8:5 Entities liable under Chapter 151B—Employer liability
- § 8:6 Entities liable under Chapter 151B—“Any person” liability
- § 8:8 Definition of employee
- § 8:10 Substantive prohibitions—Objective evidence of adverse employment action

- § 8:12 Discrimination based on gender
- § 8:12.50 Discrimination based on gender orientation or gender identity *[New]*
- § 8:13 Discrimination based on age
- § 8:14 Discrimination based on religion
- § 8:16 Discrimination based on handicap—Handicapped persons
- § 8:17 Discrimination based on handicap—“Qualified” handicapped persons
- § 8:19 Discrimination based on handicap—Reasonable accommodation
- § 8:20.50 Discrimination based on handicap—Post-hire medical examinations and inquiries *[New]*
- § 8:21 Discrimination based on handicap—Proving handicap discrimination
- § 8:21.50 Discrimination based on pregnancy *[New]*
- § 8:23 Associational discrimination
- § 8:24 Prohibited employer inquiries—Criminal history
- § 8:27 Harassment—Generally
- § 8:28 Harassment—Sexual harassment
- § 8:29 Retaliation
- § 8:32 Constructive discharge
- § 8:34 Disparate impact
- § 8:35 Method and order of proof
- § 8:36 Method and order of proof—The prima facie case
- § 8:37 Method and order of proof—Shifting burden of production
- § 8:38 Method and order of proof—Plaintiff must prove pretext for discrimination
- § 8:39 Method and order of proof—Inferential proof
- § 8:40 Method and order of proof—Direct evidence
- § 8:42 Method and order of proof—Mixed motive analysis
- § 8:43 Filing claims under Chapter 151B—Enforcement structure and removal
- § 8:44 Filing claims under Chapter 151B—Time to file
- § 8:45 Filing claims under Chapter 151B—Civil actions
- § 8:46 Filing claims under Chapter 151B—Right to jury trial
- § 8:47 Administrative procedures of the Massachusetts Commission Against Discrimination—Generally
- § 8:49 Administrative procedures of the Massachusetts Commission Against Discrimination—Who may file
- § 8:50 Administrative procedures of the Massachusetts Commission Against Discrimination—Investigations
- § 8:51 Administrative procedures of the Massachusetts Commission Against Discrimination—Amending the complaint
- § 8:52 Administrative procedures of the Massachusetts Commission Against Discrimination—Cause determinations
- § 8:53 Administrative procedures of the Massachusetts Commission Against Discrimination—Legal representation of parties
- § 8:54 Administrative procedures of the Massachusetts Commission Against Discrimination—Conciliation and prehearing settlement
- § 8:55 Administrative procedures of the Massachusetts Commission Against Discrimination—Public hearing

## TABLE OF CONTENTS

|        |                                                                                                                                                            |
|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| § 8:56 | Administrative procedures of the Massachusetts Commission<br>Against Discrimination—Appeals of commission decisions<br>to the full commission and to court |
| § 8:57 | Arbitrability of Massachusetts General Laws Chapter 151B<br>claims                                                                                         |
| § 8:58 | Settlement and release of Chapter 151B claims                                                                                                              |
| § 8:60 | Remedies—Back pay                                                                                                                                          |
| § 8:63 | Remedies—Emotional distress damages                                                                                                                        |
| § 8:65 | Remedies—Interest                                                                                                                                          |
| § 8:67 | Remedies—Punitive damages                                                                                                                                  |
| § 8:68 | Remedies—Multiple damages                                                                                                                                  |
| § 8:69 | Remedies—Civil penalties                                                                                                                                   |
| § 8:70 | Remedies—Temporary injunctive relief                                                                                                                       |

## **CHAPTER 9. PROTECTING THE EMPLOYER’S LEGITIMATE BUSINESS INTERESTS**

|        |                                                                                                            |
|--------|------------------------------------------------------------------------------------------------------------|
| § 9:1  | Covenants not to compete—Introduction                                                                      |
| § 9:2  | Covenants not to compete—Alternative restrictions on<br>competition                                        |
| § 9:3  | Covenants not to compete—Types of covenants not to compete                                                 |
| § 9:4  | Covenants not to compete—Required elements                                                                 |
| § 9:5  | Covenants not to compete—Legitimate business interests                                                     |
| § 9:6  | Covenants not to compete—Good will                                                                         |
| § 9:7  | Covenants not to compete—Consideration                                                                     |
| § 9:8  | Covenants not to compete—Reasonable in scope                                                               |
| § 9:10 | Covenants not to compete—Reasonable in geographic scope                                                    |
| § 9:11 | Covenants not to compete—Consonant with the public interest                                                |
| § 9:12 | Covenants not to compete—Restatement of contracts § 515:<br>Undue hardship or ancillary to valid agreement |
| § 9:14 | Covenants not to compete—Injunctive relief                                                                 |
| § 9:18 | Covenants not to compete—Damages                                                                           |
| § 9:19 | Covenants not to compete—Counterclaims                                                                     |
| § 9:22 | Trade secrets—Development and theory                                                                       |
| § 9:23 | Trade secrets—Elements of wrongful misappropriation of trade<br>secrets                                    |
| § 9:24 | Trade secrets—Definition of trade secret                                                                   |
| § 9:25 | Trade secrets—Confidential business information                                                            |
| § 9:28 | Employer’s obligation to protect trade secrets                                                             |
| § 9:29 | Use or threatened use of a wrongfully acquired trade secret                                                |
| § 9:30 | Statutory protection of trade secrets                                                                      |
| § 9:31 | Trade secret injunctions                                                                                   |
| § 9:32 | Compensatory damages for trade secret misappropriation                                                     |
| § 9:33 | Other remedies for trade secret misappropriation                                                           |
| § 9:34 | Strategic considerations regarding trade secret litigation                                                 |
| § 9:36 | Breach of employee’s duty of loyalty—Introduction                                                          |
| § 9:37 | Breach of employee’s duty of loyalty—Preparation versus<br>competition                                     |
| § 9:43 | Breach of employee’s duty of loyalty—Remedies—Damages                                                      |
| § 9:45 | Massachusetts General Laws Chapter 93A                                                                     |

## **CHAPTER 10. PRIVACY IN THE WORKPLACE**

- § 10:5 Massachusetts Privacy Act
- § 10:8 Searches
- § 10:13 Workplace surveillance and monitoring
- § 10:19 Disclosure of private facts about employees—Balancing test

## **CHAPTER 11. THE MASSACHUSETTS CIVIL RIGHTS ACT**

- § 11:1 Introduction
- § 11:2 Basic scope of the Massachusetts Civil Rights Act
- § 11:3 Relationship to other more specific statutes
- § 11:5 Substantive prohibitions—Secured rights—Generally
- § 11:6 Substantive prohibitions—Secured rights—At-will employment  
in the private sector
- § 11:9 Substantive prohibitions—Threats, intimidation or coercion—  
Generally
- § 11:10 Substantive prohibitions—Threats, intimidation or coercion—  
Direct violation rule
- § 11:11 Substantive prohibitions—Threats, intimidation or coercion—  
Physical confrontation
- § 11:12 Substantive prohibitions—Threats, intimidation or coercion—  
Application in the employment context
- § 11:13 Substantive prohibitions—Threats, intimidation or coercion—  
The *Redgrave* exception for employees employed under  
contract
- § 11:14 The Massachusetts Civil Rights Act in the public sector
- § 11:16 Massachusetts Civil Rights Act—Defenses—Immunity

## **CHAPTER 13. THE MASSACHUSETTS EQUAL PAY ACT**

- § 13:1 Statutory background
- § 13:2 Substantive prohibitions

## **CHAPTER 15. REGULATION OF THE HIRING PROCESS, TESTING, INQUIRIES AND PERSONNEL RECORDS**

- § 15:4 Employment applications—Lie detector tests
- § 15:9 Polygraphs, honesty tests
- § 15:16 Inquiries—Criminal record
- § 15:18 Inquiries—Background checks
- § 15:18.50 Inquiries—Compensation history [*New*]
- § 15:19 Personnel records

## **CHAPTER 16. WAGES, HOURS OF WORK, AND LEAVES OF ABSENCE**

- § 16:1 Minimum wage/overtime regulation
- § 16:2 Payment of wages on a timely basis—Basic requirements

## TABLE OF CONTENTS

|            |                                                                                                           |
|------------|-----------------------------------------------------------------------------------------------------------|
| § 16:3     | Payment of wages on a timely basis—Commissions                                                            |
| § 16:4     | Payment of wages on a timely basis—Payment of wages on termination                                        |
| § 16:6     | Payment of wages on a timely basis—Civil and criminal sanctions for violation of the payment of wages law |
| § 16:7     | Payment of wages on a timely basis—Preemption of the payment of wages statute by federal law              |
| § 16:8     | Special contracts; deductions from wages                                                                  |
| § 16:10    | Required meal breaks                                                                                      |
| § 16:11    | Day of rest                                                                                               |
| § 16:12    | Sunday work                                                                                               |
| § 16:13    | Holidays                                                                                                  |
| § 16:14    | Sixty-day exemption from day of rest and Sunday work laws                                                 |
| § 16:15    | Parental, child care, medical, and domestic violence leave                                                |
| § 16:15.50 | Paid Family and Medical Leave <i>[New]</i>                                                                |
| § 16:15.60 | The Massachusetts Earned Sick Time Law (MESTL) <i>[New]</i>                                               |
| § 16:18    | Military leave                                                                                            |
| § 16:23    | Child labor—Persons under 18 years of age                                                                 |
| § 16:26    | Child labor—Criminal penalties                                                                            |

### **Table of Laws and Rules**

### **Table of Cases**

### **Index**