

# Index

## ABATEMENT

Documentation, 21:57  
Retirement plans, 21:57

## ACCIDENTS

Collective bargaining agreements,  
17:61, 17:63

## ACQUISITION

Agreements, 5:84, 15:16, 17:58,  
17:69, 17:77  
Amendments, 5:78, 5:84  
Assets, 17:58  
Assumption, 5:77, 17:77  
Disability, 3:14, 5:57, 5:77, 5:79,  
5:81, 5:84, 17:57, 17:58, 17:65  
Disabled employees, 5:57, 17:57,  
17:65  
Leaves of absence, 5:57, 5:79, 5:81,  
21:63  
Modification, 5:57, 5:84, 17:57,  
17:58, 17:65, 17:77  
Pension plan, 5:77 to 5:79, 5:81,  
17:58  
Severance, 5:77, 17:58, 17:77  
Stock, 5:26, 5:27, 5:57  
Termination, 5:26, 5:27, 5:57, 5:77  
to 5:79, 5:81, 5:84, 10:53,  
17:77, 21:63  
Transfers, 3:14, 5:69, 5:77 to 5:79,  
5:81, 15:16, 17:58, 21:63

## ADMINISTRATIVE PROCEDURE ACT

Title VII, 18:16

## ADMINISTRATORS

Retirement plans, 16:36, 21:57

## ADMISSIONS

Collective bargaining agreements,  
17:2, 17:58, 17:62, 17:70, 17:77

## ADVERSE EMPLOYMENT ACTION

Americans with Disabilities Act,  
5:80, 5:83, 5:84

## AFFIRMATIVE ACTION

Classifications, 5:57, 5:61, 5:63,  
5:80, 9:56, 9:61, 17:57, 17:58,  
17:65, 17:80  
Compliance, 2:12, 3:1, 3:2, 4:6, 4:7,  
4:35, 5:2, 5:23 to 5:28, 5:54 to  
5:57, 5:61, 5:63, 5:65, 5:66,  
8:6, 9:56, 10:11, 14:12, 15:1,  
15:12, 15:13, 16:1, 16:4, 16:6,  
16:7, 16:35, 16:36, 16:41,  
17:23, 17:54, 17:56, 17:58,  
17:61, 17:63, 17:66 to 17:68,  
20:6  
Coverage, 5:55, 5:57, 5:65, 5:71,  
5:75, 5:80, 9:55, 10:11, 16:36,  
17:57, 17:58, 17:61, 17:63,  
17:65, 17:66, 17:80  
Disabled persons, 5:55, 5:57, 5:65,  
5:80, 8:51, 9:57, 9:65, 17:54 to  
17:57, 17:65, 17:67, 21:56,  
21:64  
Discovery, 5:61, 5:83, 9:61, 9:63,  
10:6, 17:58  
Enforcement, 5:55, 5:57, 5:71, 5:75,  
9:55, 17:59, 17:66, 17:71,  
17:75, 17:80  
Establishment, 4:35, 5:60, 5:74  
Ethnicity, 5:83  
Evidence, 2:12, 5:28, 5:57, 5:60,  
5:61, 5:63, 5:66, 5:71, 5:74,  
5:75, 5:80, 5:83, 8:7, 9:57,  
9:61, 9:63, 9:65, 10:6, 10:11,  
15:3, 17:27, 17:54, 17:56 to  
17:58, 17:61, 17:63, 17:65,  
17:66, 17:68, 17:71, 17:75,  
21:56, 21:64  
Executive Order 11246, 3:1, 3:2,  
9:56, 15:1 to 16:2, 16:31,  
17:23, 17:57, 17:61, 17:63,  
17:65  
Flexibility, 17:57, 17:65, 17:80  
Goals and timetables, 9:56  
Good faith, 2:12, 5:60, 17:68  
Government contractors, 4:35, 9:55

**AFFIRMATIVE ACTION—Cont'd**

Job openings, 4:7, 5:26, 5:61, 5:63, 15:13  
 Labor unions, 8:51, 17:61, 17:63, 17:67  
 Minorities and women, 5:23, 9:56  
 Notice, 3:1, 5:57, 5:60, 5:65, 5:66, 5:74, 5:75, 5:80, 5:83, 7:12, 9:57, 9:65, 15:1, 15:12, 16:7, 17:23, 17:58 to 17:61, 17:63, 17:66, 17:68, 21:56, 21:64  
 Preference policies, 17:2  
 Proof, 2:1, 4:35, 5:2, 5:23 to 5:25, 5:27, 5:55, 5:56, 5:60, 5:61, 5:65, 5:74, 5:75, 5:80, 5:83, 8:51, 9:55, 9:57, 9:61, 9:63, 17:61, 17:63, 20:6, 20:51, 21:56, 21:64  
 Racial discrimination, 4:7, 5:61, 5:80, 5:83, 8:7, 9:61, 16:1, 16:2, 16:7, 17:61  
 Recruitment, 2:1, 3:1, 3:2, 3:15, 4:7, 4:35, 5:2, 5:23 to 5:26, 5:54 to 5:57, 5:60, 5:61, 5:63, 5:65, 5:66, 5:71, 5:80, 6:7, 6:11, 6:23, 9:55, 9:57, 9:65, 10:11, 15:1, 15:15, 16:2, 16:31, 17:2, 17:23 to 17:27, 17:54 to 17:58, 17:60, 17:61, 17:63, 17:65 to 17:68, 17:71, 18:7, 18:11, 18:23, 21:56, 21:64  
 Reverse discrimination, 4:6, 5:54, 5:56, 5:66, 6:11, 8:6, 9:56, 16:6, 17:56, 18:11, 20:6, 21:56, 21:64  
 Salaries of employees, 5:27, 17:57  
 Sex discrimination, 5:54, 5:66, 5:80  
 Timetables, 9:56  
 Titles of jobs, 15:13, 17:60, 17:63  
 Voluntary affirmative action plan, 2:33  
 Waivers, 17:58  
 Women, 2:12, 3:1, 3:2, 4:6, 4:35, 5:2, 5:23 to 5:26, 5:54, 5:56, 5:66, 5:80, 6:23, 9:56, 14:12, 15:1 to 15:3, 15:12, 15:13, 16:6, 16:31, 16:35, 16:36, 17:2, 17:23, 17:26, 17:68, 18:11, 18:23

**AGE DISCRIMINATION**

ADEA, 4:42 to 4:45, 4:47, 4:48, 5:58, 5:62, 5:69, 5:71, 5:75,

**AGE DISCRIMINATION—Cont'd**

5:77, 5:83, 5:84, 7:34, 8:47 to 8:49, 9:69, 9:77, 16:43, 16:48, 17:58, 17:62, 17:77, 20:48, 21:57, 21:68, 21:76  
 Agencies, 4:42, 5:23 to 5:26, 5:56, 5:58, 5:62, 5:69, 5:71, 5:77, 5:84, 6:16, 16:42, 17:58, 17:62, 18:16, 20:41 to 20:49, 21:57, 21:68, 21:70, 21:74, 21:76  
 Benefits, 4:42, 4:44, 4:49, 5:2, 5:27, 5:28, 5:58, 5:62, 5:69, 5:75, 5:77, 5:83, 5:84, 6:2, 8:41, 8:49, 9:2, 9:23 to 9:28, 9:56, 9:58, 9:69, 9:71, 9:77, 16:41, 16:42, 16:45 to 16:47, 16:49, 17:58, 17:62, 17:69, 17:75, 17:77, 19:23, 20:41, 20:49, 21:57, 21:68, 21:70, 21:74, 21:76  
 Bona fide occupational qualifications, 4:43, 5:2, 5:23, 7:34, 16:43, 17:58, 17:77  
 Business necessity, 5:28, 5:71, 5:75, 5:77, 5:83, 6:2, 7:34, 8:42, 9:2, 9:24 to 9:28, 9:62, 9:69, 9:71, 9:77, 17:62, 19:23, 20:49, 21:57, 21:68, 21:76  
 Causation, 5:83, 5:84, 21:57, 21:61, 21:76  
 Class actions, 5:83, 6:2  
 Compensation, 5:27, 5:58, 5:71, 5:75, 5:77, 5:83, 5:84, 8:41, 9:27, 9:58, 9:69, 17:58, 17:62, 17:69, 17:75, 17:77, 19:23, 20:49, 21:57, 21:68, 21:74, 21:76  
 Complaint, 4:41, 4:45, 4:47, 4:49, 5:2, 5:23 to 5:28, 5:56, 5:58, 5:62, 5:69, 5:71, 5:75, 5:77, 5:83, 5:84, 6:2, 6:16, 8:41, 9:2, 9:23 to 9:28, 9:56, 9:58, 9:62, 9:69, 9:71, 9:77, 16:41, 16:45, 16:47, 16:48, 17:58, 17:62, 17:69, 17:71, 17:75, 17:77, 18:16, 21:57, 21:61, 21:70, 21:74, 21:76  
 Constructive discharge, 4:45, 5:58, 5:77, 8:45, 16:45, 17:58, 17:77, 20:45, 21:57, 21:61, 21:76

## INDEX

### AGE DISCRIMINATION—Cont'd

Damages, 5:23 to 5:26, 5:58, 5:77, 5:83, 5:84, 9:2, 9:23, 9:24, 9:58, 9:69, 9:71, 9:77, 17:58, 17:77, 21:57, 21:61, 21:68, 21:70, 21:74, 21:76

Defenses, 5:23, 5:77, 5:83, 5:84, 6:16, 9:62, 17:62, 17:69

Discipline, 5:62, 5:77, 8:41, 9:2, 9:58, 9:62, 9:77, 16:41, 17:58, 17:62, 17:69, 17:77, 21:61, 21:76

Disparate impact, 5:25, 5:58, 5:83, 6:2, 9:2, 9:25, 9:26, 9:62, 9:77, 21:61, 21:76

Disparate treatment, 5:58, 6:2

Employees, 4:41 to 4:49, 5:2, 5:23 to 5:28, 5:56, 5:58, 5:62, 5:69, 5:71, 5:75, 5:77, 5:83, 5:84, 6:2, 6:16, 7:34, 8:43, 8:44, 8:48, 8:49, 9:2, 9:23 to 9:28, 9:56, 9:58, 9:62, 9:69, 9:71, 9:77, 16:41 to 16:47, 16:49, 17:58, 17:62, 17:69, 17:71, 17:75, 17:77, 19:23, 20:41 to 20:49, 21:57, 21:61, 21:68, 21:70, 21:74, 21:76

Employers, 4:43, 4:49, 5:2, 5:23, 5:58, 5:69, 5:71, 5:75, 5:77, 5:84, 6:16, 8:42, 9:2, 17:62, 20:41 to 20:49, 21:57, 21:68, 21:70, 21:74, 21:76

Equal Employment Opportunity Commission, 5:2, 5:23 to 5:28, 5:56, 5:58, 5:75, 5:77, 5:83, 5:84, 6:16, 8:41, 9:58, 9:77, 16:41, 17:58, 18:16

Federal law, 5:2, 5:23 to 5:28, 5:56, 5:84, 16:41, 17:58, 17:71, 17:75

Firefighters, 5:75

Fringe benefits, 5:28, 5:58, 5:83, 5:84, 8:49, 9:27, 9:28, 9:58, 9:69, 16:49, 17:58, 19:23, 20:49, 21:57, 21:68

Front pay, 5:83, 5:84, 9:69, 21:61, 21:68, 21:76

Good cause, 5:58, 5:77, 5:84

Harassment, 5:23 to 5:28, 5:56, 17:62, 21:70, 21:74

Jurisdiction, 5:83, 5:84, 21:57

### AGE DISCRIMINATION—Cont'd

Liquidated damages, 5:58, 5:77, 9:69, 17:77, 21:68

Membership, 5:2, 5:25, 5:26, 5:83, 9:2, 9:23 to 9:26, 17:62, 17:69, 21:61, 21:76

Notice, 4:42, 4:45, 4:48, 5:58, 5:62, 5:69, 5:75, 5:77, 5:83, 5:84, 6:2, 6:16, 8:48, 9:71, 16:42, 16:48, 17:58, 17:62, 17:77, 18:16, 20:42, 20:48, 21:57, 21:61, 21:70, 21:76

Notices, 4:42, 5:23, 5:26, 5:58, 5:62, 5:69, 5:75, 5:77, 16:42, 17:58, 17:62, 17:69, 17:77, 21:57

Officials, 4:42, 17:62

Parties, 5:2, 5:23 to 5:28, 5:56, 5:75, 5:83, 5:84, 6:16, 9:23 to 9:28, 9:56, 9:58, 9:62, 9:69, 9:71, 9:77, 16:41, 16:43, 16:44, 16:47, 16:49, 17:58, 17:62, 17:69, 17:71, 17:75, 17:77, 18:16, 19:23, 20:41, 21:57, 21:61, 21:68, 21:76

Pendent jurisdiction, 5:84

Pensions, 5:28, 17:58

Pretext, 4:46, 4:47, 5:83, 8:46, 8:47, 9:58, 9:62, 9:77, 20:41, 20:42, 20:46, 21:57, 21:61, 21:68, 21:76

Prima facie case, 5:58, 5:69, 5:71, 5:77, 5:83, 5:84

Promotion discrimination, 9:26, 9:69

Qualifications, 4:41 to 4:43, 4:45, 4:46, 5:2, 5:23 to 5:28, 5:56, 5:58, 5:62, 5:69, 5:71, 5:75, 5:77, 5:83, 5:84, 6:2, 7:34, 8:43, 9:23, 9:24, 9:26, 9:27, 9:56, 9:58, 9:62, 9:69, 9:71, 9:77, 16:41 to 16:43, 16:45, 16:47, 17:58, 17:62, 17:69, 17:71, 17:75, 17:77, 20:43 to 20:49, 21:57, 21:61, 21:68, 21:70, 21:74, 21:76

Rebuttal, 5:83

Reduction in force, 4:46, 5:77

Reinstatement, 5:28, 5:58, 5:77, 5:83, 5:84, 17:77, 21:61, 21:68, 21:76

Remedies, 5:58, 5:77, 5:83, 5:84, 6:16, 17:62, 18:16

**AGE DISCRIMINATION—Cont'd**

Retaliation, 17:71, 17:75, 17:77,  
21:70, 21:74  
Sick leave, 5:28, 16:49, 17:58,  
20:49, 21:57  
Tax, 17:58, 17:62, 21:57  
Tenure, 5:25 to 5:28, 5:56, 9:27,  
16:49, 17:58, 17:71, 17:77,  
21:70, 21:74  
Waivers, 4:43, 4:44, 4:48, 4:49, 5:58,  
5:62, 8:48, 16:48, 17:58, 17:62,  
17:77, 20:48, 21:57, 21:61  
Willfulness, 21:68

**AGE DISCRIMINATION IN  
EMPLOYMENT ACT**

Attorneys, 5:83, 5:84, 17:62, 21:57,  
21:70, 21:74  
Bonuses, 9:24 to 9:28, 9:62, 17:62,  
21:57  
Business judgment, 5:84  
Class actions, 5:83, 6:2  
Complaints, 4:47, 4:49, 5:23 to 5:28,  
5:56, 5:58, 5:62, 5:69, 5:71,  
5:75, 5:83, 5:84, 9:58, 17:62,  
21:57, 21:70, 21:74  
Conciliation, 5:23 to 5:28, 5:56,  
5:77, 5:84, 6:16, 18:16  
Conference, 5:58, 5:77  
Counsel, 4:41, 4:43, 4:47, 4:49, 5:2,  
5:23 to 5:28, 5:56, 5:58, 5:62,  
5:69, 5:77, 5:83, 5:84, 6:2,  
6:16, 8:41, 9:2, 9:23 to 9:28,  
9:58, 9:62, 9:69, 9:77, 17:62,  
18:16, 20:48, 21:57  
Counseling, 4:47, 17:62, 21:57  
Date, 4:41, 4:43, 4:47, 4:49, 5:2,  
5:23 to 5:28, 5:56, 5:58, 5:62,  
5:69, 5:71, 5:75, 5:77, 5:83,  
5:84, 6:2, 6:16, 7:34, 8:41, 9:2,  
9:23 to 9:28, 9:58, 9:62, 9:69,  
9:77, 17:62, 18:16, 20:41 to  
20:49, 21:57, 21:68, 21:70,  
21:74  
Defenses, 5:23, 5:77, 5:83, 5:84,  
6:16, 9:62, 17:62  
Employment agencies, 5:23 to 5:26,  
5:56, 5:58, 5:62, 5:69, 5:71,  
5:77, 6:16, 17:62, 20:41 to  
20:49, 21:57, 21:68, 21:70,  
21:74

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

Equal Employment Opportunity  
Commission, 5:2, 5:23 to 5:28,  
5:56, 5:58, 5:75, 5:77, 5:83,  
5:84, 6:16, 8:41, 9:58, 9:77,  
18:16  
Estoppel, 5:84  
Evidence, 4:43, 4:47, 5:28, 5:58,  
5:69, 5:71, 5:75, 5:77, 5:83,  
5:84, 9:23, 9:24, 17:62, 20:45,  
20:47, 21:57  
Firefighters, 5:75  
Fringe benefits, 5:28, 5:58, 5:83,  
5:84, 8:49, 9:27, 9:28, 9:58,  
9:69, 20:49, 21:57, 21:68  
Intent, 4:41, 4:47, 5:23 to 5:26, 5:58,  
5:75, 5:77, 5:84, 6:16, 17:62  
Investigations, 20:43 to 20:49, 21:57  
Jurisdiction, 5:83, 5:84, 21:57  
Labor organizations, 5:71, 5:77,  
20:41 to 20:49, 21:57, 21:68,  
21:70, 21:74  
Notice, 5:58, 5:62, 5:69, 5:75, 5:77,  
5:83, 5:84, 6:2, 6:16, 17:62,  
18:16, 20:42, 20:48, 21:57,  
21:70  
Older Workers Benefit Protection  
Act, 8:49, 18:16  
Parties, 5:2, 5:23 to 5:28, 5:56, 5:75,  
5:83, 5:84, 6:16, 9:23 to 9:28,  
9:58, 9:62, 9:69, 9:77, 17:62,  
18:16, 20:41, 21:57, 21:68  
Pretext, 4:47, 5:83, 9:58, 9:62, 9:77,  
20:41, 20:42, 20:46, 21:57,  
21:68  
Profit-sharing, 21:57, 21:68  
Records and reports, 4:43, 5:62, 5:77  
Reports, 4:43, 4:49, 5:23, 5:27, 5:28,  
5:56, 5:58, 5:62, 5:69, 5:71,  
5:75, 5:77, 9:2, 9:23 to 9:28,  
9:62, 9:69, 9:77, 17:62, 21:57,  
21:70, 21:74  
Retaliation, 21:70, 21:74  
Seniority systems, 4:49, 5:26, 5:27,  
5:58  
Service, 5:58, 5:71, 5:75, 5:77, 5:83,  
8:49, 9:23 to 9:26, 9:58, 9:69,  
9:77, 17:62, 18:16, 20:44,  
21:57, 21:70, 21:74

## INDEX

### AGE DISCRIMINATION IN

#### EMPLOYMENT ACT—Cont'd

Statistical evidence, 5:58, 5:83  
Terms, 4:43, 4:49, 5:2, 5:24 to 5:28,  
5:56, 5:58, 5:62, 5:71, 5:77,  
5:83, 5:84, 6:16, 9:2, 9:23,  
9:24, 17:62, 20:48, 21:57  
Training, 5:2, 5:23 to 5:28, 5:56,  
5:69, 5:71, 5:75, 5:77, 5:83,  
5:84, 8:41, 9:2, 9:58, 9:77,  
17:62, 21:57, 21:70, 21:74  
Willfulness, 21:68

### AGENCIES

Labor relations, 5:58, 5:77

### AGENTS

Termination of employment, 5:60,  
9:60

### AIDS

Alcohol, 13:51, 17:57, 17:64, 17:65,  
21:57, 21:63  
Americans with Disabilities Act,  
5:57, 5:64, 5:80, 17:57, 17:65  
Analysis, 5:80, 13:51  
Answers, 5:64, 5:80, 21:57  
Appearance and grooming, 17:57,  
17:65  
Applicants for employment, 17:77  
Applications, 17:64, 17:75, 17:77  
Appraisal, 5:64, 21:63  
Arrangements, 5:57, 17:57, 17:65  
Assessment, 21:63  
Assignments, 5:57, 5:80, 17:57,  
17:65, 17:77, 21:63  
Assistance, 5:57, 5:64, 5:80, 17:57,  
17:64, 17:65, 17:75, 17:77,  
21:57  
Assistants, 17:57, 17:65  
At-will employment, 17:64  
Attendance, 5:80, 17:64, 17:75,  
17:77, 21:63, 21:74  
Attorneys, 5:80, 17:64, 17:75, 17:77,  
21:57, 21:63, 21:74  
Availability, 17:77, 21:57  
Awards, 17:64, 21:57, 21:63  
Banks, 21:57  
Bargaining, 5:57, 17:57, 17:65,  
17:77, 21:57

### AIDS—Cont'd

Behavior, 5:64, 17:64, 17:77, 21:57  
Benefits, 5:57, 5:64, 5:80, 17:57,  
17:64, 17:65, 17:75, 17:77,  
21:57, 21:74  
Building, 21:57  
Business, 5:57, 5:64, 5:80, 17:57,  
17:64, 17:65, 17:75, 17:77,  
21:57, 21:63, 21:74  
Cards, 21:57  
Care, 5:80, 13:51, 17:64, 21:57  
Career, 17:77  
Carrying out, 5:57, 5:80, 17:57,  
17:65  
Certificates, 21:63  
Certification, 21:57  
Change, 5:57, 5:80, 13:51, 17:57,  
17:64, 17:65, 17:75, 21:57,  
21:63  
Characteristics, 5:57, 5:80, 17:57,  
17:65, 17:75, 21:57  
Charts, 5:80  
Checking, 17:77, 21:57  
Checklists, 17:65  
Claims, 5:57, 5:64, 5:80, 13:51,  
17:57, 17:64, 17:65, 17:77,  
21:57  
Classification, 5:57, 5:80, 17:64,  
17:77, 21:57, 21:63  
Codes, 5:64  
Collection, 21:57  
Collective bargaining, 5:57, 17:57,  
17:65, 17:77, 21:57  
Collective bargaining agreements,  
17:77  
Compensation, 5:57, 5:80, 17:57,  
17:64, 17:65, 17:75, 17:77,  
21:57, 21:74  
Complaints, 5:57, 5:64, 5:80, 13:51,  
17:57, 17:64, 17:65, 17:75,  
17:77, 21:57, 21:63, 21:74  
Compliance, 5:57, 17:64  
Components, 5:57, 17:57, 17:65  
Computers, 5:64, 17:57, 17:64,  
17:65, 21:57  
Conditions, 5:57, 5:80, 17:57, 17:65,  
17:77, 21:57, 21:63, 21:74  
Conducting, 17:64, 21:63

**AIDS—Cont'd**

Constructive discharge, 17:77, 21:57, 21:63  
 Contents, 5:57, 5:64, 17:57, 17:65, 17:75, 17:77, 21:57  
 Contractors, 17:64  
 Contributions, 5:57, 17:57, 17:65, 21:57  
 Coordination, 17:64, 17:77, 21:57, 21:63  
 Corporations, 5:64, 5:80, 17:75, 17:77  
 Costs, 5:64, 17:77  
 Counsel, 5:64, 5:80, 17:77, 21:57, 21:63  
 Coverage, 5:57, 5:80, 17:57, 17:65, 21:57  
 Creating, 5:57, 17:57, 17:65  
 Credit unions, 21:57  
 Current employees, 17:77  
 Data, 5:80, 13:51, 17:64, 17:75, 17:77  
 Day care, 17:64  
 Dealing with, 5:57, 5:80, 17:57, 17:64, 17:65  
 Death, 21:57  
 Decrease, 21:57  
 Definitions, 5:57, 5:64, 5:80  
 Departments, 5:80, 17:77  
 Dependents, 5:57, 5:80, 17:57, 17:65  
 Desks, 5:57, 5:64, 17:57, 17:64, 17:65  
 Discipline, 5:64, 5:80, 17:57, 17:65, 17:77, 21:63  
 Disclaimers, 5:64  
 Discomfort, 21:57  
 Discrimination, 5:57, 5:64, 5:80, 13:51, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
 Diseases, 5:57, 13:51, 17:57, 17:65, 21:57  
 Documents, 5:64, 5:80, 17:64, 17:75, 21:74  
 Drivers, 21:57  
 Drugs, 13:51, 17:57, 17:64, 17:65, 21:57  
 Duration, 13:51, 17:64, 17:75, 17:77, 21:57

**AIDS—Cont'd**

Duties and responsibilities, 5:57, 5:64, 5:80, 17:57, 17:64, 17:77, 21:63  
 E-mail, 17:75, 21:74  
 Early retirement, 17:77, 21:57  
 Earnings, 21:57, 21:63, 21:74  
 Election, 21:57  
 Eligibility, 17:64, 17:75, 17:77, 21:57, 21:63, 21:74  
 Employment agencies, 5:64, 17:64, 21:57, 21:74  
 Employment contracts, 5:64  
 Enforcement, 5:57, 17:75, 17:77  
 Enrollment, 17:64, 21:63  
 Entertainment, 21:57  
 Equal Employment Opportunity Commission, 5:57, 5:80  
 Equal employment opportunity, 5:57, 5:80  
 Equity, 21:57  
 Essential functions, 17:57, 17:65  
 Evaluation, 5:57, 5:80, 17:57, 17:64, 17:65, 17:77, 21:57  
 Evidence, 5:57, 5:64, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57  
 Examination, 5:57, 5:64, 13:51, 17:57, 17:65, 21:57  
 Executives, 5:64  
 Exercise, 21:57  
 Expenses, 21:57, 21:63, 21:74  
 Experience, 5:64, 5:80, 13:51, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
 Expiration, 21:63, 21:74  
 Exposure, 21:57  
 Facilities, 5:57, 5:80, 17:57, 17:64, 17:65, 17:77  
 Factors, 5:57, 5:64, 13:51, 17:57, 17:65, 17:77, 21:57  
 Facts, 5:57, 5:64, 5:80, 13:51, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
 Fair, 5:80  
 Family, 5:64, 5:80, 13:51, 17:64, 21:57, 21:74  
 Fees, 17:77, 21:57, 21:63, 21:74  
 Females, 17:77

## INDEX

### AIDS—Cont'd

Fighting, 17:64  
Files, 5:80, 17:64  
Filing, 5:64, 5:80, 17:64, 17:75, 21:74  
First aid, 21:57  
Fitness, 17:64, 17:77, 21:57, 21:63  
Fmla, 5:80  
Food, 5:57, 17:57, 17:65, 21:57  
Forms, 5:57, 5:64, 5:80, 17:75, 17:77  
Frequency, 5:64, 13:51, 21:57, 21:74  
Fringe benefits, 5:57, 5:80, 17:57, 17:65, 21:57  
Funds, 5:57, 5:64, 17:57, 17:65, 17:75, 21:57  
Gathering, 17:75, 17:77, 21:57  
Grievances, 21:74  
Grooming, 17:57, 17:65  
Groups, 17:64, 17:77, 21:57, 21:63  
Guidelines, 5:64, 17:64, 17:77  
Handling, 5:57, 5:64, 17:57, 17:64, 17:65  
Harassment, 5:57, 5:80, 17:57, 17:64, 17:65, 21:74  
Health, 5:57, 5:64, 5:80, 13:51, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:74  
Health care, 5:80, 17:64, 21:57  
Hiv/AIDS, 21:63  
Hospitals, 21:57  
Hours, 17:57, 17:64, 17:65, 21:57, 21:63  
Human resources, 21:63  
Identification, 5:57, 5:64, 5:80, 13:51, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
Illnesses, 13:51, 17:57, 17:65, 21:57  
Importance, 13:51  
Incentives, 17:77, 21:57  
Incidents, 5:80, 17:64, 17:75, 21:63  
Income, 21:57, 21:63  
Independent contractors, 17:64  
Information, 5:57, 5:64, 5:80, 13:51, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63  
Injuries, 5:80, 13:51, 17:77, 21:57

### AIDS—Cont'd

Inquiry, 5:57, 5:64, 5:80, 17:64, 21:57  
Insubordination, 17:64, 21:63  
Insurance, 5:57, 5:64, 5:80, 13:51, 17:57, 17:64, 17:65, 17:75, 21:57, 21:74  
Interviews, 5:80, 17:57, 17:65, 17:77  
Inventory, 21:57  
Investigations, 5:80, 21:57, 21:63  
Investments, 21:57  
Involuntary termination, 5:80, 21:57  
Irs, 21:57  
Issues, 5:64, 21:57  
Job classification, 17:77, 21:57  
Job evaluation, 21:57  
Job performance, 5:57, 5:64, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:74  
Jurisdiction, 5:64, 13:51, 21:57  
Keeping, 17:57, 17:65, 17:75  
Laws, 5:64, 5:80  
Layoffs, 5:64, 17:77  
Leaves of absence, 5:57, 5:80, 21:63  
Legal, 5:64, 17:64, 17:75, 17:77, 21:57, 21:63  
Length of service, 21:57  
Liability, 5:80, 17:57, 17:65, 17:75  
Life insurance, 17:64, 17:75, 21:74  
Lists, 5:57, 5:80  
Lodging, 21:57  
Machinery, 21:57  
Making, 5:57, 5:64, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63  
Management, 5:64, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
Managers, 5:64, 17:64  
Mandatory retirement, 17:77, 21:57, 21:63  
Manufacturing, 17:64  
Marriage, 21:57  
Mcdonnell Douglas, 5:80  
Meals, 21:57  
Media, 17:64, 21:57  
Mediation, 5:80  
Meetings, 5:57, 5:80, 21:63

**AIDS—Cont'd**

Memoranda, 5:64  
 Merit, 17:64, 17:75, 21:63, 21:74  
 Methods, 5:64, 17:57, 17:64, 17:65,  
 17:75, 17:77, 21:57, 21:63  
 Minimum, 5:57, 5:80, 17:75  
 Misconduct, 17:64  
 Modification, 5:57, 17:57, 17:65,  
 17:77  
 Monitoring, 5:57, 5:64, 17:57, 17:65,  
 17:77  
 Motor vehicles, 21:57  
 New employees, 17:77  
 Noncompliance, 13:51  
 Notice, 5:57, 5:64, 5:80, 17:64,  
 17:77, 21:57, 21:63  
 Number, 5:57, 5:64, 5:80, 13:51,  
 17:57, 17:64, 17:65, 17:75,  
 17:77, 21:57, 21:63, 21:74  
 Objectives, 17:64  
 Operation, 5:57, 5:64, 5:80, 17:57,  
 17:65, 17:75, 17:77, 21:57  
 Options, 17:75, 21:57, 21:74  
 Organizations, 21:57, 21:74  
 Outline, 17:75, 17:77  
 Overtime, 5:57, 17:57, 17:64, 17:65,  
 17:77, 21:57, 21:63  
 Overtime pay, 17:77  
 Paid, 5:57, 17:57, 17:64, 17:65,  
 17:75, 21:57, 21:63, 21:74  
 Parking, 5:57, 17:57, 17:65, 21:57  
 Part-time, 5:64, 17:57, 17:75, 21:57  
 Participation, 5:80, 17:57, 17:64,  
 17:65, 17:75, 17:77, 21:57,  
 21:63, 21:74  
 Parties, 5:64, 5:80, 13:51, 17:57,  
 17:64, 17:65, 17:75, 17:77,  
 21:57, 21:63  
 Partnerships, 5:64, 5:80  
 Pay, 5:57, 5:64, 5:80, 17:57, 17:64,  
 17:65, 17:75, 17:77, 21:57,  
 21:63  
 Payment, 21:57  
 Penalties, 17:64, 21:57  
 Performance, 5:57, 5:64, 5:80, 13:51,  
 17:57, 17:64, 17:65, 17:75,  
 17:77, 21:57, 21:63, 21:74  
 Personal leave, 5:80  
 Personal relationships, 21:63

**AIDS—Cont'd**

Place, 5:57, 5:64, 5:80, 13:51, 17:57,  
 17:64, 17:65, 17:75, 17:77,  
 21:57, 21:63  
 Plans, 5:57, 5:80, 17:57, 17:64,  
 17:65, 21:57  
 Policies, 5:57, 5:64, 5:80, 17:57,  
 17:64, 17:65, 17:75, 17:77,  
 21:57, 21:63, 21:74  
 Posting, 21:57  
 Practices, 5:57, 5:64, 5:80, 17:57,  
 17:64, 17:65, 17:75, 17:77,  
 21:57, 21:63, 21:74  
 Preparation, 17:75, 21:63, 21:74  
 Presentation, 21:57  
 Prevalence, 5:64  
 Prevention, 5:64, 17:57, 17:65  
 Privilege of employment, 5:57, 5:80,  
 17:57, 17:65  
 Proceedings, 17:77, 21:57  
 Productivity, 5:80, 17:64, 21:63  
 Programs, 5:57, 5:80, 17:57, 17:64,  
 17:65, 17:75, 17:77, 21:74  
 Promotions, 5:57, 5:80, 17:57, 17:65,  
 17:77, 21:63  
 Proof, 5:80, 21:57, 21:63  
 Property, 21:57  
 Protection, 5:57, 5:80  
 Public utilities, 21:57  
 Publications, 17:57, 17:65, 21:57,  
 21:63  
 Publicizing, 21:63  
 Quantity, 21:57  
 Questions, 5:57, 17:57, 17:65, 17:77,  
 21:57  
 Radiation, 21:57  
 Radio, 17:64, 21:57  
 Rates, 5:57, 5:80, 17:57, 17:65  
 Rating, 17:77  
 Rationale, 17:75, 17:77  
 Recalls, 5:64  
 Recommendations, 13:51  
 Records, 5:57, 5:64, 5:80, 13:51,  
 17:57, 17:64, 17:65, 17:75,  
 17:77, 21:57, 21:63  
 Recruitment, 5:57, 5:80, 17:57,  
 17:64, 17:65, 17:77, 21:57  
 Reduction, 5:57, 5:80, 17:57, 17:65

## INDEX

### AIDS—Cont'd

References, 5:80, 17:64, 21:57, 21:63  
Referrals, 17:64  
Refusal, 5:57, 13:51, 21:57, 21:74  
Regulation, 17:57, 17:65  
Rehabilitation, 5:57, 5:64, 17:57, 17:65, 21:57  
Reimbursement, 21:57, 21:63  
Religion, 5:57, 5:80, 17:57, 17:64, 17:65, 17:77, 21:57, 21:63  
Reporting, 5:64, 17:64, 17:77  
Reports, 5:57, 5:64, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
Requests, 5:57, 17:57, 17:65, 17:75  
Resignation, 17:64, 17:77, 21:57, 21:63  
Resolution, 5:64, 5:80, 21:74  
Response, 5:64, 5:80, 17:64, 17:77, 21:57, 21:63, 21:74  
Responsibilities, 5:57, 5:64, 5:80, 17:57, 17:64, 17:75, 17:77, 21:57, 21:63, 21:74  
Restrictions, 5:57, 13:51, 17:57, 17:65, 17:77, 21:57  
Retention, 5:64, 21:57  
Retirement, 17:64, 17:77, 21:57, 21:63  
Rights, 5:64, 5:80, 17:77, 21:57  
Rules, 5:80  
Safety, 5:57, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:74  
Salary, 5:57, 5:64, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
Sanctions, 17:64, 17:77  
Schedules, 17:57, 17:65  
Schools, 21:63, 21:74  
Selection, 5:57, 5:80, 17:57, 17:65, 17:77  
Seniority, 5:57, 5:80, 17:57, 17:64, 17:65, 17:77, 21:57, 21:63, 21:74  
Services, 17:57, 17:64, 17:65  
Setting, 5:57, 5:64, 5:80, 17:57, 17:65, 17:75, 17:77  
Severance, 17:64, 17:77  
Sex discrimination, 5:80

### AIDS—Cont'd

Sexual harassment, 17:64  
Sharing, 5:57, 17:57, 17:65, 21:57  
Short, 5:80  
Significance, 5:57, 5:64, 5:80, 13:51, 17:57, 17:65, 17:77, 21:57  
Skills, 5:57, 17:57, 17:64, 17:65, 17:77, 21:57, 21:63, 21:74  
Social, 5:57, 5:64, 5:80, 17:57, 17:64, 17:65, 21:57, 21:63, 21:74  
Social Security, 5:64, 21:57, 21:74  
Specialists, 13:51, 21:57  
Spouses, 5:57  
Standards, 5:57, 5:64, 17:57, 17:64, 17:65, 21:63  
State, 5:57, 5:64, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:74  
Statements, 5:64, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
Statistics, 21:57  
Stores, 5:80  
Studies, 5:64, 17:77  
Subcontractors, 17:64  
Supervisors, 5:64, 5:80, 17:64, 17:77, 21:63  
Suppliers, 17:57, 17:64, 17:65, 17:77  
Support, 5:57, 5:80, 17:64, 17:77, 21:57  
Surveillance, 17:64, 21:63  
Tardiness, 17:64  
Task force, 17:64  
Techniques, 13:51  
Television, 17:64  
Termination, 5:57, 5:64, 5:80, 17:64, 17:75, 17:77, 21:57, 21:63, 21:74  
Theft, 17:64  
Time, 5:57, 5:64, 5:80, 13:51, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74  
Time off, 5:57, 17:57, 17:65  
Tobacco, 21:57  
Tools, 21:57  
Training, 5:57, 5:80, 17:57, 17:64, 17:65, 17:75, 17:77, 21:57, 21:63, 21:74

**AIDS—Cont'd**

Transportation, 17:57, 17:65, 21:57  
 Types, 5:64, 17:57, 17:64, 17:65,  
 17:77, 21:57  
 Unemployment, 17:64, 21:63, 21:74  
 Unions, 17:64, 21:57  
 Upgrading, 5:57, 5:80  
 Use, 5:57, 5:64, 5:80, 13:51, 17:57,  
 17:64, 17:65, 17:77, 21:57,  
 21:63, 21:74  
 Violations, 5:64, 5:80, 17:77, 21:57,  
 21:74  
 Voluntary, 5:57, 5:80, 17:57, 17:65,  
 17:75, 21:57  
 Wages, 5:57, 17:57, 17:64, 17:65,  
 17:77, 21:57, 21:63  
 Withdrawal, 17:77, 21:57  
 Women, 5:80  
 Working conditions, 17:77, 21:57  
 Wrongful discharge, 21:57  
 Younger workers, 21:57

**ALIENS**

Discrimination, 18:11  
 Record, 18:11

**ALLOWANCES**

Collective bargaining agreements,  
 17:58  
 Federal employment, 5:57

**AMERICANS WITH  
 DISABILITIES ACT**

Acceptance, 5:83, 17:57  
 Accommodations, 5:57, 5:65, 5:80,  
 5:84, 9:57, 17:57, 17:65, 20:51,  
 21:56, 21:64  
 ADD, 5:83  
 Adverse employment action, 5:80,  
 5:83, 5:84  
 AIDS, 5:57, 5:64, 5:80, 17:57, 17:65  
 Attendance, 5:80, 5:84, 9:55, 9:65  
 Attorneys, 5:59, 5:65, 5:79, 5:80,  
 5:83, 5:84  
 Burden of proof, 5:59, 5:80, 5:83,  
 5:84  
 Categories, 4:51, 5:55, 5:57, 5:59,  
 5:64, 5:65, 5:79, 5:80, 16:51  
 Compensatory damages, 5:83

**AMERICANS WITH**

**DISABILITIES ACT—Cont'd**

Complaints, 5:55, 5:57, 5:59, 5:64,  
 5:65, 5:80, 5:83, 5:84, 9:57,  
 9:65, 17:57, 17:65, 21:56, 21:64  
 Covered entities, 8:51  
 Criminal record, 21:56, 21:64  
 Damages, 5:57, 5:59, 5:80, 5:83,  
 5:84, 9:57, 9:65, 17:57, 17:65,  
 21:56, 21:64  
 Defenses, 5:80, 5:83, 5:84, 6:16,  
 16:51, 17:57, 17:65  
 Determination, 5:57, 5:59, 5:64,  
 5:80, 5:83, 5:84, 6:16, 9:57,  
 9:65, 18:16, 21:56, 21:64  
 Direct threat, 5:57, 5:65, 5:80, 5:84,  
 9:57, 17:57, 17:65, 20:52  
 Disability, 4:51, 5:55, 5:57, 5:65,  
 5:79, 5:80, 5:83, 5:84, 6:16,  
 8:51, 9:55, 9:57, 9:65, 16:51,  
 17:57, 17:65, 20:51, 20:52,  
 21:56, 21:64  
 Discovery, 5:83, 5:84  
 Discrimination, 4:51, 5:55, 5:57,  
 5:59, 5:64, 5:65, 5:79, 5:80,  
 5:83, 5:84, 6:16, 8:51, 9:55,  
 9:57, 9:65, 16:51, 17:57, 17:65,  
 18:16, 20:51, 20:52, 21:56,  
 21:64  
 Disparate impact, 5:57, 5:80, 5:83,  
 17:57, 17:65, 21:56, 21:64  
 Documentation, 5:64, 5:79, 5:83  
 Drug testing, 17:57, 17:65  
 Employers, 4:51, 5:59, 5:64, 5:65,  
 5:79, 5:80, 5:84, 6:16, 8:51,  
 9:57, 9:65, 20:52, 21:56, 21:64  
 Employment agencies, 4:51, 5:55,  
 5:64, 5:65, 6:16, 8:51, 20:52  
 Employment discrimination, 4:51,  
 5:55, 5:57, 5:59, 5:64, 5:65,  
 5:79, 5:80, 5:83, 5:84, 6:16,  
 8:51, 9:55, 9:57, 9:65, 16:51,  
 17:57, 17:65, 18:16, 20:51,  
 20:52, 21:56, 21:64  
 Enforcement, 5:55, 5:57, 5:59, 5:79,  
 5:84, 9:55  
 Equal Employment Opportunity  
 Commission, 5:55, 5:57, 5:59,  
 5:65, 5:79, 5:80, 5:83, 5:84,

## INDEX

### AMERICANS WITH

#### DISABILITIES ACT—Cont'd

6:16, 9:57, 9:65, 18:16, 21:56, 21:64  
Essential job functions, 5:57  
Estoppel, 5:84  
Evidence, 5:57, 5:59, 5:64, 5:80, 5:83, 5:84, 9:57, 9:65, 17:57, 17:65, 21:56, 21:64  
Exclusions, 5:84  
Fringe benefits, 5:57, 5:65, 5:80, 5:83, 5:84, 17:57, 17:65, 21:56, 21:64  
Government contractors, 9:55  
Guidelines, 4:51, 5:55, 5:59, 5:64, 5:65, 5:79, 5:83, 5:84  
HIV, 5:64, 5:80  
Hostile work environment, 5:59, 17:57, 17:65  
Insurance, 5:57, 5:59, 5:64, 5:65, 5:79, 5:80, 5:83, 5:84, 9:55, 17:57, 17:65, 21:64  
Job applicants, 5:55, 5:65, 5:83, 9:57, 9:65, 17:57, 17:65, 21:56, 21:64  
Job restructuring, 5:65, 5:84, 17:57, 17:65  
Job-related requirements, 5:65, 21:64  
Local governments, 5:84  
Major life activities, 5:55, 5:57, 5:65, 5:80, 5:84, 9:55, 9:57, 9:65, 21:56, 21:64  
Medical examinations, 17:57, 17:65  
Mental illness, 5:84  
Mental impairment, 5:55, 5:57, 5:65, 5:79, 5:80, 5:84, 9:57, 21:64  
Modified work schedules, 5:84, 17:57, 17:65  
Multiple sclerosis, 5:84  
Notice, 5:57, 5:59, 5:64, 5:65, 5:79, 5:80, 5:83, 5:84, 6:16, 9:57, 9:65, 18:16, 20:52, 21:56, 21:64  
Obesity, 5:84  
Parties, 5:55, 5:59, 5:64, 5:65, 5:80, 5:83, 5:84, 6:16, 9:55, 9:57, 9:65, 17:57, 17:65, 18:16, 20:51, 21:56, 21:64  
Physical impairment, 5:84  
Pregnancy, 5:59

### AMERICANS WITH

#### DISABILITIES ACT—Cont'd

Punitive damages, 5:59, 5:83, 5:84, 9:57, 21:56, 21:64  
Qualification standards, 17:57, 17:65  
Qualified individuals, 5:55, 5:65, 9:55  
Reasonable accommodation, 5:55, 5:57, 5:65, 5:80, 5:84, 6:16, 9:55, 9:57, 9:65, 17:57, 17:65, 21:56, 21:64  
Reassignment, 5:59, 5:79, 5:84, 17:57, 17:65  
Rehabilitation act, 5:55, 5:57, 5:64, 5:65, 5:84, 8:51, 9:55, 9:57, 16:51, 17:57, 17:65, 18:16, 20:51, 21:56  
Releases, 17:57, 17:65  
Religion, 4:51, 5:55, 5:57, 5:59, 5:65, 5:79, 5:80, 5:83, 5:84, 6:16, 9:55, 9:57, 9:65, 16:51, 17:57, 17:65, 21:56, 21:64  
Remedies, 5:55, 5:57, 5:79, 5:83, 5:84, 6:16, 9:55, 9:57, 18:16, 21:56  
Request, 5:57, 5:59, 5:65, 5:79, 5:80, 5:83, 5:84, 9:57, 9:65, 17:57, 17:65, 21:56, 21:64  
Retaliation, 5:57, 5:59, 5:80, 17:57, 17:65, 21:56, 21:64  
Risk, 5:65, 5:80, 5:83, 5:84  
Selection criteria, 5:57, 5:65, 17:57, 17:65  
Stress, 5:84  
Substantially limits, 5:55, 5:57, 5:65, 5:79, 5:80, 5:84, 9:55, 9:57  
Summary judgment, 5:84  
Technical Assistance Manual, 5:65  
Transportation, 17:57, 17:65  
Treatment, 5:57, 5:64, 5:79, 5:83, 5:84, 9:57, 9:65, 17:57, 17:65, 21:56, 21:64  
Undue hardship, 5:57, 5:65, 5:79, 5:84, 9:55, 9:57, 17:57, 17:65, 20:52  
Unions, 6:16, 8:51

### ANNUAL REPORTS

Equal Employment Opportunity Commission, 10:11

**ANNUITIES**

Distributions, **21:57**

**ANSWERS**

Affirmative defenses, **5:81**  
 Counterclaims, **11:4, 12:80, 21:57**  
 Federal employment, **5:81**  
 Retaliation, **5:59, 5:73, 5:78, 5:80, 9:68**

**ANTICIPATION**

Unions, **5:58, 5:60, 5:66**

**APPEAL AND REVIEW**

Arbitration, **3:4**

**APPRAISAL**

Performance appraisal, **3:22, 4:45, 4:47, 5:62, 5:64, 5:69, 5:70, 5:74, 5:77, 7:22, 17:61, 17:63**

**APPRENTICES**

Hiring, **6:23**  
 Rank, **15:15**

**ARBITRATION**

Age Discrimination in Employment Act, **5:2, 6:16, 18:16**  
 Agreements, **3:13, 3:32, 5:82, 15:4, 17:25, 17:26, 17:61, 17:63**  
 Americans with Disabilities Act, **6:16, 9:57, 9:65, 18:16, 21:56, 21:64**  
 Appeal, **3:4, 3:32, 6:15, 6:16, 9:57, 18:15, 21:56, 21:64, 21:66**  
 Appeal and review, **3:4**  
 Awards, **8:7, 9:57, 9:61, 9:63, 9:65, 17:61, 17:63, 21:56, 21:64, 21:66**  
 Bias, **17:61, 17:63, 21:56, 21:64**  
 Binding arbitration, **3:32, 7:32**  
 Civil rights acts, **18:16**  
 Collective bargaining agreements, **15:4, 17:25, 17:26, 17:61, 17:63**  
 Contracts, **3:13, 5:82, 17:61, 17:63**  
 Costs, **4:12, 8:7, 9:57, 9:61, 9:63, 9:65, 17:61, 17:63**  
 Defenses, **3:13, 6:16, 15:2, 15:4, 16:12, 17:25, 17:26, 17:61, 17:63**  
 Discovery, **9:61, 9:63**

**ARBITRATION—Cont'd**

Evidence, **3:4, 5:68, 5:82, 8:7, 9:57, 9:61, 9:63, 9:65, 17:61, 17:63, 17:71, 17:74, 17:78, 17:79, 17:81, 21:56, 21:64**  
 Handbooks, **5:68**  
 Hearings, **21:66**  
 Litigation, **5:82, 9:57, 9:65, 17:61, 17:63**  
 Process, **3:4, 3:13, 3:14, 3:16, 3:32, 4:12, 5:2, 5:68, 5:82, 7:32, 9:57, 9:65, 15:2, 17:25, 17:26, 17:61, 17:63, 17:71, 17:74, 17:78, 17:79, 17:81, 18:15, 21:56, 21:64, 21:66**  
 Qualification, **3:13, 3:14, 3:16, 5:2, 5:68, 9:63, 15:2, 17:25, 17:26, 17:63, 17:71, 17:74, 17:78, 17:79, 17:81**  
 Rehabilitation Act, **5:2, 9:57, 18:16, 21:56**  
 Remedies, **3:32, 5:82, 6:16, 7:32, 9:57, 9:61, 17:61, 17:63, 18:16, 21:56**  
 Title VII, **3:14, 3:16, 4:12, 4:62, 5:2, 5:82, 6:16, 9:61, 9:63, 17:81, 18:16**  
 Waiver, **3:13, 4:12, 5:2, 5:68, 15:2, 15:4, 16:12, 17:25, 17:26, 17:61, 17:63, 17:71, 17:74, 17:78, 17:79, 17:81**

**ASSIGNMENTS**

Federal employment, **5:57**

**ASSISTANCE**

Federal employment, **5:57, 5:69, 5:81, 8:51**

**ASSOCIATIONS**

Unions, **9:60, 21:57**

**AT-WILL EMPLOYMENT**

Attorney, **9:70, 17:68, 21:69**  
 Drug testing, **17:60**  
 Environment, **5:68, 17:60, 17:62, 17:64, 17:68**  
 Fair dealing, **9:70, 17:68**  
 Garnishment, **17:60, 17:62, 17:64, 17:70, 21:69**  
 Good faith, **5:68, 9:70, 17:68**  
 Illegal or unethical acts, **5:68**

## INDEX

### AT-WILL EMPLOYMENT—Cont'd

Intentional infliction of emotional distress, **21:69**  
Privacy, **17:64**  
Public policy exception, **5:70, 17:70**  
Third parties, **17:68**  
Unethical acts, **5:68**

### ATTENDANCE

Absenteeism, **17:61, 17:63**  
Collective bargaining agreements, **17:61 to 17:63, 17:70, 17:77**  
Discipline, **5:80, 5:82, 6:3, 8:7, 9:2, 9:61, 9:63, 9:68, 9:77, 9:80, 17:59 to 17:63, 17:66 to 17:68, 17:70, 17:73, 17:76, 17:77, 17:80, 18:3, 20:7, 21:58, 21:60 to 21:63, 21:65, 21:67, 21:69, 21:72, 21:76**  
Termination of employment, **17:60**

### ATTITUDE

Discipline, **9:68, 17:60, 17:68, 21:60 to 21:63, 21:67, 21:69, 21:76**  
Termination of employment, **17:60**

### ATTORNEYS

At-will employment, **17:62, 17:64, 17:68, 17:70, 21:69**  
Discovery, **1:6, 1:8, 1:9, 1:11, 5:81, 5:83, 5:84, 9:80, 10:1, 10:5, 10:6, 12:1, 12:2, 12:4, 12:7, 12:12, 12:23, 12:24, 12:39, 12:43, 12:51, 12:62, 12:72, 12:95, 17:62, 17:64, 17:70, 17:77, 21:57, 21:60, 21:62, 21:76**  
Title VII actions, **5:81**

### AUTOMOBILES

Unions, **21:57**

### BACKPAY

Comparable employment, **21:78, 21:80, 21:81**  
Front pay, **21:78, 21:80, 21:81**  
Good faith, **21:80**  
Interest, **21:78, 21:80, 21:81**  
Prejudgment interest, **21:78, 21:80, 21:81**  
Title VII, **21:78, 21:80, 21:81**

### BANKRUPTCY

Arbitration, **15:2, 17:61**  
Back pay, **17:61**  
Collective bargaining agreements, **17:61**  
Fringe benefits, **17:61, 21:57**  
Garnishment, **5:24, 5:26, 15:2, 16:5, 17:61, 20:5, 21:57**  
Participation, **5:24, 5:26, 5:56, 21:57**  
Rejection, **3:2, 16:5, 17:61, 21:57**  
Salaries, **17:61, 21:57**  
Severance pay, **17:61**  
Wages, **4:2, 17:61, 21:57**

### BENEFITS

Computers, **5:64, 17:57, 17:64, 17:65, 21:57**  
Credit unions, **21:57**  
Publications, **4:42, 9:57, 9:65, 9:71, 9:74, 9:78, 9:79, 9:81, 10:11, 12:26, 16:42, 17:57, 17:58, 17:60, 17:65, 20:7, 20:53, 21:56, 21:57, 21:60, 21:62, 21:64, 21:66, 21:69, 21:70, 21:73, 21:76 to 21:78, 21:80**  
Transportation, **17:57, 17:61, 17:63, 17:65, 21:57, 21:66**

### BONA FIDE OCCUPATIONAL QUALIFICATIONS

Business Necessity, **3:1, 5:78, 7:34, 15:11**  
Evidence, **4:43, 5:78, 16:33, 16:43, 17:58, 17:77**  
Marital status, **5:2, 16:31, 16:32, 17:58**  
National origin, **3:1, 3:34, 4:43, 5:2, 5:23, 5:78, 6:24, 15:11, 16:31 to 16:33, 16:35, 17:58, 17:77, 18:24**  
Race, **3:1, 3:34, 4:43, 5:2, 5:23, 5:78, 6:24, 8:2, 15:11, 16:31 to 16:33, 16:35, 17:58, 17:77, 18:24**  
Religion, **3:1, 3:34, 4:43, 5:2, 5:23, 5:78, 6:24, 15:11, 16:31 to 16:33, 16:35, 17:58, 17:77, 18:24**  
Title VII, **3:1, 5:2, 5:23, 5:78**

**BONUSES**

Collective bargaining agreements,  
17:61 to 17:63, 17:70

**BUMPING**

Collective bargaining agreements,  
17:61, 17:63  
Employment practices, 15:14

**BUSINESS JUDGMENT**

Age Discrimination in Employment  
Act, 5:84

**BUSINESS NECESSITY**

Evidence, 2:11, 3:4, 3:22, 3:23, 4:5,  
4:11, 5:28, 5:57, 5:61, 5:63,  
5:68, 5:71, 5:74, 5:75, 5:77,  
5:78, 5:80 to 5:83, 5:85, 6:14,  
7:3, 7:14, 7:31, 8:33, 9:24,  
9:63, 11:2, 15:23, 17:57, 17:61  
to 17:65, 17:74, 17:78, 17:79,  
17:81, 21:57, 21:62, 21:76  
Retirement plans, 20:49, 21:57  
Summary judgment, 11:2

**CAUSATION**

Rehabilitation Act, 5:84  
Retaliation, 21:60, 21:62  
Statistics, 5:83, 21:57, 21:60 to  
21:62, 21:76  
Title VII cases, 5:84

**CAUSES OF ACTION**

Retirement plans, 16:36, 16:42,  
17:58, 20:49, 21:57, 21:66

**CHARGES**

Collective bargaining agreements,  
14:2, 14:12, 15:31, 17:58, 17:61  
to 17:63, 17:77

**CHILD SUPPORT**

Garnishment, 21:57

**CIRCULATION**

Unions, 17:61, 17:63

**CIRCUMSTANTIAL EVIDENCE**

Discipline, 5:61  
Evidence, 4:47, 5:61, 5:83, 5:84

**CIVIL RIGHTS**

Unions, 5:54, 5:60, 5:66, 5:74, 6:16,  
9:1, 9:54, 9:60

**CIVIL RIGHTS ACT**

Employment agencies, 5:23 to 5:26,  
5:54 to 5:56, 5:65, 5:66, 5:69,  
5:71, 5:74, 6:16, 9:54, 21:73,  
21:77, 21:78  
Employment practices, 5:2, 5:23 to  
5:28, 5:54 to 5:56, 5:65, 5:66,  
5:69, 5:71, 5:78, 5:80, 5:81,  
5:83 to 5:85, 9:60

**CLASS ACTIONS**

Adequacy of representation, 5:83  
Age Discrimination in Employment  
Act, 5:83, 6:2  
Age discrimination, 5:83, 6:2  
Appeal, 5:83  
Attorneys, 5:83  
Burden of proof, 5:83  
Certification, 5:83, 6:2  
Commonality, 5:83  
Commonality and typicality, 5:83  
Discovery, 5:83  
Disparate treatment, 6:2  
Equal Pay Act, 6:2  
Evidence, 5:83  
Hearings, 5:83  
Identification of class, 6:2  
Impracticability of joinder, 5:83  
Jurisdiction, 5:83  
Membership, 5:83  
Notice, 5:83, 6:2  
Numerosity, 5:83  
Potential class members, 5:83  
Putative class members, 5:83  
Representation, 5:83  
Requirements, 5:83  
Res judicata, 5:83  
Settlement, 5:83  
Structure, 5:83  
Title VII, 5:83, 6:2  
Typicality, 5:83

**COERCION**

Discrimination, 4:44, 5:57, 5:73,  
5:80, 7:34, 8:44, 9:73, 17:57,  
17:65, 17:73, 20:44, 21:57,  
21:72  
Settlements, 21:57

## INDEX

### COLLECTIVE BARGAINING

Agreement, 2:2, 2:12, 2:22, 2:33, 3:2, 3:4, 3:13 to 3:16, 3:21, 3:23, 3:31 to 3:34, 4:6, 4:7, 4:12, 4:32, 4:35, 4:36, 4:42, 4:44, 4:46, 4:49, 5:2, 5:24 to 5:28, 5:54 to 5:58, 5:60 to 5:63, 5:65, 5:70, 5:77, 7:14, 7:16, 7:33, 8:46, 9:2, 9:26, 9:69, 14:2, 14:12, 14:33, 15:2, 15:4, 15:12 to 15:16, 15:21 to 15:23, 15:31 to 15:34, 16:6, 16:7, 16:12, 16:13, 16:43, 16:44, 16:46, 16:47, 16:49, 17:2, 17:24, 17:25, 17:28, 17:55, 17:57, 17:58, 17:60 to 17:63, 17:65, 17:69 to 17:71, 17:74, 17:77 to 17:79, 17:81, 17:82, 19:16, 19:33, 19:34, 20:12, 20:46, 21:3, 21:57, 21:68, 21:75, 21:76

Americans with Disabilities Act, 5:55, 5:57, 5:65, 17:57, 17:65

Bankruptcy, 3:2, 5:24, 5:26, 5:56, 15:2, 17:61, 21:57

Bargaining unit, 2:2, 2:22, 3:14, 3:32, 5:55, 5:65, 15:14, 17:61, 17:63

Disabilities, 5:55, 5:57, 5:65, 9:2, 9:26, 9:69, 17:57, 17:65, 21:57

Fair representation, 2:2, 5:2, 14:2

Good faith, 2:12, 3:4, 3:31, 5:60, 17:81

Remedies, 3:32, 5:55, 5:57, 5:58, 5:61, 5:70, 5:77, 17:61 to 17:63, 17:70

Waiver, 2:22, 3:2, 3:13, 3:33, 4:7, 4:12, 5:2, 5:24 to 5:28, 5:55 to 5:57, 5:61 to 5:63, 5:65, 5:70, 5:77, 14:22, 15:2, 15:4, 15:12, 15:13, 15:33, 16:7, 16:12, 16:13, 16:43, 17:2, 17:24 to 17:26, 17:28, 17:55, 17:57, 17:58, 17:60 to 17:63, 17:65, 17:70, 17:71, 17:74, 17:77 to 17:79, 17:81, 17:82, 21:57, 21:76

### COLLECTIVE BARGAINING AGREEMENTS

Access, 16:7, 17:61, 17:63

### COLLECTIVE BARGAINING

#### AGREEMENTS—Cont'd

Admissions, 17:2, 17:58, 17:62, 17:70, 17:77

Alcohol, 17:58, 17:61 to 17:63, 17:70

Allowances, 17:58

Arbitration, 15:4, 17:25, 17:26, 17:61, 17:63

Awards, 16:7, 17:61 to 17:63, 17:70

Bargaining unit, 2:2, 17:61, 17:63

Benefits, 2:2, 4:36, 14:2, 15:16, 15:23, 16:7, 17:28, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77

Bonuses, 17:61 to 17:63, 17:70

Bumping, 17:61, 17:63

Business, 2:2, 14:2, 15:4, 15:13, 15:16, 15:21, 15:23, 15:34, 16:7, 16:13, 17:2, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77, 19:14

Changes, 15:34, 16:7, 17:2, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77

Checklist, 17:58

Compensation, 4:36, 15:21, 15:23, 16:7, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77

Conditions, 2:2, 4:36, 14:2, 14:12, 15:4, 15:13, 15:16, 15:21, 15:23, 15:31 to 15:34, 16:6, 17:2, 17:58, 17:61, 17:63, 17:77

Confidentiality, 17:61, 17:63

Damages, 16:7, 17:24, 17:28, 17:55, 17:58, 17:61, 17:63, 17:77

Date, 2:2, 4:36, 14:2, 14:12, 15:4, 15:13, 15:16, 15:21, 15:31 to 15:34, 16:6, 16:7, 16:13, 17:2, 17:24 to 17:26, 17:28, 17:55, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77, 19:14

Death, 15:23

Demotions, 17:58, 17:61, 17:63

Description, 2:2, 4:36, 14:2, 14:12, 15:4, 15:13, 15:16, 15:21, 15:23, 15:31 to 15:34, 16:6, 16:7, 16:13, 17:2, 17:24 to 17:26, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77, 19:14

Determinations, 4:36, 17:61, 17:63

**COLLECTIVE BARGAINING**

**AGREEMENTS—Cont'd**

Discipline, 15:31, 16:7, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77  
 Drugs, 17:58, 17:61 to 17:63, 17:70  
 Duties, 2:2, 4:36, 15:4, 15:21, 16:7, 17:2, 17:25, 17:26, 17:28, 17:55, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77  
 Effective date of agreement, 17:58, 17:62, 17:70  
 Eligibility, 2:2, 14:2, 15:4, 15:13, 15:16, 15:34, 16:7, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77  
 Establishment, 4:36  
 Evaluation, 15:4, 15:13, 15:16, 15:21, 15:31 to 15:34, 16:6, 16:7, 17:2, 17:24 to 17:26, 17:28, 17:58, 17:61 to 17:63, 17:69, 17:70, 17:77  
 Evidence, 15:23, 17:58, 17:61 to 17:63, 17:77

**COMPENSATION**

ADEA, 5:58, 5:71, 5:75, 5:77, 5:83, 5:84, 9:69, 17:58, 17:62, 17:70, 17:77, 21:57, 21:68, 21:76  
 Affirmative action plans, 4:35, 16:7, 16:35, 16:36, 17:58  
 Americans With Disabilities Act, 5:57, 5:59, 5:65, 5:79, 5:80, 5:83, 5:84, 9:57, 9:65, 17:57, 17:65, 21:56, 21:64  
 At-will employment, 5:68, 9:70, 17:62, 17:64, 17:68, 17:70  
 Defenses, 5:77, 5:80, 5:81, 5:83, 5:84, 16:7, 17:27, 17:57, 17:61 to 17:65, 17:68 to 17:70  
 Disciplinary action, 4:7, 5:54, 5:58, 5:59, 5:61, 5:63, 5:66, 5:77 to 5:79, 5:81, 8:7, 9:58, 9:61, 9:63, 9:70, 10:51, 16:7, 17:57, 17:58, 17:61 to 17:66, 17:68, 17:75, 17:77, 17:82, 20:7, 21:56 to 21:58, 21:60, 21:62, 21:64 to 21:67, 21:76, 21:79  
 Discrimination, 2:3, 3:14, 3:16, 3:21 to 3:23, 4:2, 4:7, 4:35, 4:36, 5:3, 5:27, 5:54, 5:57 to 5:61, 5:63, 5:65 to 5:68, 5:71, 5:73, 5:75 to 5:84, 6:4, 6:7, 6:21,

**COMPENSATION—Cont'd**

6:22, 7:14, 7:16, 7:21 to 7:23, 8:7, 8:35, 8:36, 8:41, 9:27, 9:57, 9:58, 9:61, 9:63, 9:65, 9:67, 9:69, 9:70, 9:72, 9:73, 9:76, 9:82 to 9:85, 10:12, 10:13, 10:51, 10:55, 12:26, 12:39, 12:51, 12:55, 12:59, 13:71, 15:21 to 15:23, 16:2, 16:7, 16:31, 16:35, 16:36, 17:27, 17:57, 17:58, 17:61 to 17:70, 17:73, 17:75 to 17:77, 17:82, 18:7, 18:22 to 18:24, 19:21 to 19:23, 20:7, 20:35, 20:36, 20:49, 21:4, 21:27, 21:56 to 21:58, 21:60, 21:62, 21:64 to 21:68, 21:72, 21:74 to 21:76, 21:79, 21:81 to 21:84

Drivers, 5:75, 21:57  
 Equal effort, 5:67, 17:67  
 Equal responsibility, 5:67, 17:67  
 Equal skill, 4:36, 5:67, 8:36, 17:67  
 Establishment, 4:35, 4:36, 5:60, 5:78, 5:81, 8:36, 21:66  
 FMLA, 5:80  
 Intent to discriminate, 16:7  
 Longevity, 3:14, 5:68, 17:68  
 Managers, 5:58 to 5:61, 5:63, 5:66, 5:73, 5:76 to 5:79, 5:81, 9:69, 9:70, 17:58, 17:61 to 17:64, 17:70  
 Market rate, 21:60, 21:62  
 Merit system, 3:14, 4:36, 5:67, 7:14, 8:7, 9:61, 9:63, 20:7, 21:60, 21:62  
 Seniority system, 3:14, 3:21, 3:23, 4:7, 4:36, 5:54, 5:58, 5:61, 5:63, 5:67, 6:7, 6:22, 7:14, 7:21, 7:23, 8:7, 8:41, 9:58, 9:61, 9:63, 10:12, 16:35, 17:58, 17:61, 17:63, 17:77, 18:7, 18:22, 18:23, 20:7, 21:60, 21:62  
 Service, 3:14, 5:58, 5:67, 5:68, 5:71, 5:75 to 5:77, 5:83, 7:14, 9:57, 9:58, 9:61, 9:63, 9:65, 9:69, 10:51, 12:51, 15:23, 17:57, 17:58, 17:61 to 17:65, 17:67, 17:68, 17:70, 17:75, 17:77, 17:82, 20:7, 21:56 to 21:58, 21:60, 21:62, 21:64 to 21:67, 21:74, 21:79

## INDEX

### COMPENSATION—Cont'd

- Sex discrimination, 3:23, 5:54, 5:66, 5:78 to 5:80, 7:23, 9:27, 19:23
- Similar working conditions, 4:36, 5:67, 8:36, 17:67
- Social Security Act, 12:26
- State laws, 5:65, 21:81 to 21:84
- Supervisors, 3:16, 4:7, 4:35, 5:58 to 5:60, 5:66, 5:68, 5:73, 5:75 to 5:81, 5:83, 5:84, 6:4, 7:16, 8:7, 8:41, 9:57, 9:58, 9:61, 9:63, 9:65, 9:69, 9:70, 9:72, 9:76, 17:27, 17:58, 17:61, 17:63, 17:64, 17:66 to 17:69, 17:73, 17:77, 21:58, 21:67, 21:72, 21:79
- Title VII, 2:3, 3:14, 3:16, 3:23, 4:2, 4:35, 5:3, 5:27, 5:54, 5:57 to 5:61, 5:63, 5:65, 5:66, 5:78 to 5:84, 7:14, 7:16, 7:23, 9:27, 9:61, 9:63, 9:76, 17:82, 21:75, 21:81 to 21:84

### COMPLAINTS

- Americans with Disabilities Act, 5:55, 5:57, 5:59, 5:64, 5:65, 5:80, 5:83, 5:84, 9:57, 9:65, 17:57, 17:65, 21:56, 21:64
- Federal employment, 5:57, 5:69, 5:81
- Parties, 1:7, 4:6, 5:23 to 5:28, 5:54 to 5:56, 5:59 to 5:61, 5:63 to 5:66, 5:68, 5:72, 5:73, 5:75, 5:76, 5:80, 5:81, 5:83, 5:84, 6:8, 8:7, 9:57 to 9:61, 9:63, 9:65, 9:66, 9:68, 9:70, 9:73, 9:80, 12:26, 13:51, 15:31, 15:32, 16:1, 16:4, 16:7, 16:36, 16:41, 16:47, 17:2, 17:54, 17:56 to 17:66, 17:68 to 17:71, 17:73 to 17:75, 17:77 to 17:85, 18:8, 20:7, 21:4, 21:27, 21:28, 21:55 to 21:58, 21:60 to 21:65, 21:67, 21:69, 21:72, 21:73, 21:76 to 21:82
- Relief, 3:32, 5:59, 5:69, 5:71, 5:81, 5:83, 5:84, 6:8, 8:7, 9:57 to 9:61, 9:63, 9:65, 9:66, 9:68, 9:80, 17:2, 17:23 to 17:28, 17:54 to 17:56, 18:8, 20:7, 21:4, 21:23, 21:26, 21:27, 21:55

### COMPLAINTS—Cont'd

- to 21:65, 21:67, 21:69, 21:70, 21:73, 21:74, 21:76 to 21:84
- Retaliation, 4:62, 5:57, 5:59, 5:68, 5:73, 5:80, 8:7, 9:59, 9:61, 9:63, 9:66, 9:68, 9:70, 16:62, 17:57, 17:65, 17:66, 17:68, 17:70, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81 to 17:85, 21:56, 21:58, 21:60, 21:62, 21:64, 21:65, 21:67, 21:70, 21:73, 21:74, 21:77 to 21:84
- Section 1983, 5:83
- Subject matter jurisdiction, 5:83
- Title VII cases, 5:59, 5:81, 5:84

### COMPLIANCE

- Unions, 3:1, 5:54, 5:66, 6:16, 14:12, 16:7, 17:61 to 17:64, 17:67, 17:70

### COMPONENTS

- Unions, 5:74, 14:12

### COMPOSITION

- Federal employment, 5:57
- Unions, 5:74, 17:62, 17:70

### COMPUTERS

- Benefits, 5:64, 17:57, 17:64, 17:65, 21:57

### CONCILIATION

- Enforcement, 5:59, 5:77, 5:84
- Equal Employment Opportunity Commission, 2:12, 3:13, 4:6, 4:7, 4:35, 5:23 to 5:28, 5:54, 5:56, 5:59, 5:61, 5:63, 5:66, 5:77, 5:84, 6:16, 16:35, 16:36, 16:41, 17:58, 17:63, 18:16
- Rehabilitation Act, 5:23, 5:24, 5:27, 5:28, 5:54, 5:56, 5:84, 18:16

### CONFERENCES

- Federal employment, 5:57

### CONFIDENTIALITY

- Collective bargaining agreements, 17:61, 17:63
- Equal Employment Opportunity Commission, 17:63
- Rehabilitation Act, 5:64

**CONSIDERATION**

Settlements, 17:58, 17:77, 21:57  
Termination of employment, 5:60,  
9:60

**CONSTRUCTIVE DISCHARGE**

At-will employment, 17:60, 17:68  
Resignation, 3:31, 5:76, 7:31, 8:45,  
9:76, 16:45, 17:58 to 17:60,  
17:76, 17:77, 20:45, 21:57,  
21:61, 21:63, 21:75, 21:76

**CONTEST**

Notice of, 17:58, 17:64

**COORDINATION**

Disability benefits, 21:57

**COPIES**

Unions, 5:60, 5:66, 5:74, 9:60, 17:61  
to 17:64, 21:57

**CORRELATION**

Statistics, 7:3, 13:40, 17:58, 17:63

**COUNTERCLAIMS**

Answers, 11:4, 12:80, 21:57

**COURTS**

Collective bargaining agreements,  
4:36  
Labor relations, 5:58, 5:77

**COVERAGE**

Medical benefits, 17:66, 21:65

**COWORKERS**

Retaliation, 5:59, 5:73, 5:80, 17:70,  
21:60, 21:62

**CREDIT UNIONS**

Benefits, 21:57

**DAMAGES**

Accommodation, 5:24, 5:57, 5:60,  
5:76, 5:80, 5:81, 5:84, 9:2,  
9:23, 9:24, 9:57, 9:60, 9:65,  
9:72, 9:76, 9:79, 9:81, 9:84,  
17:57, 17:65, 17:81, 21:56,  
21:59, 21:64, 21:71, 21:75,  
21:83  
Age discrimination, 5:23 to 5:26,  
5:58, 5:77, 5:83, 5:84, 9:2,  
9:23, 9:24, 9:58, 9:69, 9:71,

**DAMAGES—Cont'd**

9:77, 17:58, 17:77, 21:57,  
21:61, 21:68, 21:70, 21:74,  
21:76  
Agency principles, 5:59, 5:81  
Americans with Disabilities Act,  
5:57, 5:59, 5:80, 5:83, 5:84,  
9:57, 9:65, 17:57, 17:65, 21:56,  
21:64  
Backpay, 21:78, 21:80, 21:81  
Benefits, 5:57 to 5:61, 5:63, 5:66,  
5:74, 5:76, 5:77, 5:80, 5:81,  
5:83 to 5:85, 6:6, 6:21, 6:22,  
8:7, 9:2, 9:23, 9:24, 9:57 to  
9:61, 9:63, 9:65, 9:66, 9:69 to  
9:85, 12:26, 12:39, 16:7, 17:28,  
17:57 to 17:59, 17:61, 17:63 to  
17:68, 17:77, 17:80, 18:21,  
18:22, 20:1, 20:11, 21:24, 21:56  
to 21:60, 21:62, 21:64 to 21:71,  
21:73 to 21:84  
Compensation, 5:57 to 5:61, 5:63,  
5:66, 5:76, 5:77, 5:80, 5:81,  
5:83, 5:84, 6:21, 6:22, 8:7,  
9:57, 9:58, 9:61, 9:63, 9:65,  
9:69, 9:70, 9:72, 9:73, 9:76,  
9:82 to 9:85, 10:55, 12:26,  
12:39, 16:7, 17:27, 17:57,  
17:58, 17:61, 17:63 to 17:68,  
17:77, 18:22 to 18:24, 21:4,  
21:27, 21:56 to 21:58, 21:60,  
21:62, 21:64 to 21:68, 21:74 to  
21:76, 21:79, 21:81 to 21:84  
Computation, 5:59, 5:60, 5:66, 9:59,  
9:60, 9:66  
Defined, 5:58 to 5:61, 5:63, 5:66,  
5:74, 5:77, 5:80, 5:81, 5:83 to  
5:85, 9:60, 12:52, 21:64, 21:71,  
21:75  
Disability discrimination, 5:76, 5:80,  
5:84, 9:65, 17:57, 17:65, 21:64  
Emotional damages, 9:60, 16:7,  
17:61, 17:63  
Emotional distress, 5:59, 5:76, 5:83,  
5:84, 9:70, 17:59, 17:61, 17:63,  
17:64, 17:66 to 17:68, 17:80,  
17:81, 21:57 to 21:67, 21:69,  
21:70, 21:73, 21:74, 21:76 to  
21:84  
Employment discrimination, 2:33,  
5:23 to 5:26, 5:57 to 5:61, 5:63,

## INDEX

### DAMAGES—Cont'd

5:66, 5:74, 5:76, 5:77, 5:80,  
5:81, 5:83 to 5:85, 6:6, 6:21 to  
6:24, 8:7, 9:2, 9:23, 9:24, 9:57  
to 9:61, 9:63, 9:65, 9:66, 9:69  
to 9:85, 10:1, 10:55, 11:4, 12:2,  
12:12, 12:26, 12:39, 12:48,  
12:52, 12:62, 12:73, 12:80,  
14:34, 16:7, 17:23, 17:24,  
17:27, 17:28, 17:54 to 17:59,  
17:61, 17:63 to 17:68, 17:77,  
17:80, 17:81, 18:21 to 18:24,  
20:1, 20:11, 21:3, 21:4, 21:23,  
21:24, 21:26, 21:27, 21:54 to  
21:71, 21:73 to 21:84

Employment history, 5:23 to 5:26,  
5:57 to 5:61, 5:63, 5:66, 5:77,  
5:80, 5:81, 9:2, 9:57, 9:60,  
9:61, 9:63, 9:65, 9:66, 9:72,  
9:76, 9:80, 14:34, 16:7, 17:23,  
17:28, 17:54 to 17:59, 17:61,  
17:63 to 17:66, 17:68, 17:77,  
17:80, 17:81, 21:3, 21:4, 21:23,  
21:24, 21:26, 21:27, 21:54 to  
21:57, 21:61, 21:63, 21:64,  
21:66, 21:68, 21:69, 21:71,  
21:75, 21:76

Expert witnesses, 5:83, 6:22 to 6:24,  
8:7, 9:24, 9:57, 9:61, 9:63,  
9:65, 16:7, 17:23, 17:24, 17:27,  
17:28, 17:54 to 17:56, 17:58,  
17:59, 17:61, 17:63, 17:64,  
17:66 to 17:68, 17:77, 17:80,  
17:81, 18:22 to 18:24, 21:3,  
21:4, 21:23, 21:24, 21:26,  
21:27, 21:54 to 21:56, 21:58,  
21:60 to 21:67, 21:69, 21:70,  
21:73, 21:74, 21:76 to 21:84

Federal government, 5:23 to 5:26,  
5:57, 5:59, 5:61, 5:63, 5:66,  
5:74, 5:76, 5:80, 5:83, 17:61,  
17:63

Fringe benefits, 5:57, 5:58, 5:61,  
5:63, 5:80, 5:83 to 5:85, 6:6,  
8:7, 9:58, 9:69, 9:72, 9:76,  
16:7, 17:28, 17:57, 17:58,  
17:61, 17:63, 17:65, 21:56,  
21:57, 21:64, 21:66, 21:68,  
21:78, 21:82 to 21:84

Front pay, 5:81, 5:83, 5:84, 9:57,  
9:69, 17:61, 17:63, 18:22,  
21:56, 21:59, 21:61, 21:63,

### DAMAGES—Cont'd

21:64, 21:68, 21:69, 21:76,  
21:78, 21:80 to 21:84

Good faith efforts, 5:81

Intentional discrimination, 5:61,  
5:74, 5:80, 5:81, 5:83, 9:61,  
9:72, 21:60, 21:62, 21:71, 21:75

Liquidated damages, 5:58, 5:77,  
9:69, 17:77, 21:68

Lump sum awards, 6:21

Managerial capacity, 5:81

Medical expenses, 9:61, 9:63, 9:66,  
17:66, 21:57, 21:65, 21:71,  
21:75

National origin discrimination, 5:63,  
5:83, 9:63, 17:63, 21:62

Pensions, 16:7, 17:58, 17:61, 17:63

Period, 5:23 to 5:26, 5:57 to 5:61,  
5:63, 5:66, 5:74, 5:76, 5:77,  
5:80, 5:81, 5:83 to 5:85, 6:6,  
8:7, 9:2, 9:23, 9:24, 9:57 to  
9:61, 9:63, 9:65, 9:66, 9:69 to  
9:85, 12:26, 16:7, 17:23, 17:54,  
17:56 to 17:59, 17:61, 17:63 to  
17:67, 17:77, 17:80, 17:81,  
21:56 to 21:67, 21:69, 21:70,  
21:73, 21:74, 21:76 to 21:84

Physical injuries, 18:21, 21:56,  
21:64, 21:66, 21:71, 21:75

Prejudgment interest, 5:81, 5:83,  
9:69, 21:68, 21:78, 21:80, 21:81

Punitive damages, 5:59, 5:61, 5:77,  
5:81, 5:83, 5:84, 6:21 to 6:24,  
8:7, 9:2, 9:57, 9:61, 9:63, 9:69,  
9:70, 9:72, 9:73, 9:76, 9:80,  
9:81, 17:61, 17:63, 17:81, 18:22  
to 18:24, 21:56, 21:59 to 21:64,  
21:66, 21:68, 21:69, 21:71,  
21:75, 21:76, 21:78, 21:80 to  
21:84

Ratification, 5:81

Rehabilitation Act, 5:23, 5:24, 5:57,  
5:84, 9:2, 9:23, 9:24, 9:57,  
17:57, 17:65, 21:54, 21:56

Reinstatement, 5:58, 5:77, 5:81,  
5:83, 5:84, 6:22, 9:76, 17:61,  
17:63, 17:77, 18:22, 21:56,  
21:59 to 21:64, 21:68, 21:69,  
21:71, 21:75, 21:76

Remedies, 5:57, 5:58, 5:61, 5:76,  
5:77, 5:81, 5:83, 5:84, 6:23,

**DAMAGES—Cont'd**

6:24, 9:57, 9:61, 17:61, 17:63,  
17:64, 21:56, 21:83  
Restatement of Agency, 5:81  
Restrictions, 5:23 to 5:26, 5:57, 5:66,  
5:74, 5:84, 9:81 to 9:85, 17:27,  
17:28, 17:54, 17:56 to 17:58,  
17:61, 17:63, 17:65 to 17:68,  
17:77, 17:81, 21:57, 21:59,  
21:66  
Tax, 6:21, 9:82, 10:55, 12:26, 17:58,  
17:61, 17:63, 17:64, 21:57,  
21:66, 21:81 to 21:83  
Title VII, 2:33, 5:23 to 5:26, 5:57 to  
5:61, 5:63, 5:66, 5:74, 5:80,  
5:81, 5:83 to 5:85, 9:2, 9:23,  
9:24, 9:60, 9:61, 9:63, 9:76,  
9:81, 17:59, 17:80, 17:81, 20:1,  
20:11, 21:75, 21:78, 21:80 to  
21:84  
Tolling, 5:81  
Total, 5:23 to 5:26, 5:57, 5:58, 5:60,  
5:61, 5:63, 5:66, 5:77, 5:80,  
5:81, 5:83 to 5:85, 6:22 to 6:24,  
8:7, 9:2, 9:23, 9:24, 9:58 to  
9:61, 9:63, 9:66, 9:69 to 9:85,  
10:55, 14:34, 16:7, 17:23,  
17:54, 17:56 to 17:59, 17:61,  
17:63 to 17:68, 17:77, 17:80,  
17:81, 18:22 to 18:24, 21:57,  
21:60 to 21:63, 21:69  
Wage loss, 12:26  
Willfulness, 21:68

**DEDUCTIONS**

Sick leave, 21:57  
Social security, 21:57, 21:66

**DEFAULT JUDGMENT**

Discovery, 1:5, 12:11

**DEFENSES**

Age Discrimination in Employment  
Act, 5:23, 5:77, 5:83, 5:84,  
6:16, 9:62, 17:62  
Age discrimination, 5:23, 5:77, 5:83,  
5:84, 6:16, 9:62, 17:62, 17:69  
Bona Fide Occupational Qualifica-  
tions, 5:23  
Bona fide occupational qualifications,  
5:23

**DEFENSES—Cont'd**

Business Necessity, 2:33, 5:74, 5:77,  
5:80, 5:81, 5:83, 5:85, 8:22,  
9:60, 9:62, 14:33, 15:34, 16:7,  
16:12, 17:2, 17:57, 17:61 to  
17:65, 17:70, 17:85  
Compensation, 5:77, 5:80, 5:81,  
5:83, 5:84, 16:7, 17:27, 17:57,  
17:61 to 17:65, 17:68 to 17:70  
Disability discrimination, 5:80, 5:84,  
10:11, 16:51, 17:57, 17:65  
Disparate treatment, 2:33, 5:74, 5:81,  
17:68  
Equal Pay Act, 5:23, 6:16  
Harassment, 5:23, 5:80, 5:81, 9:60,  
10:11, 17:57, 17:59 to 17:65,  
17:68, 17:70, 17:80  
Hostile environment, 17:59, 17:64,  
17:68  
Insurance plans, 5:80, 5:84, 17:57,  
17:65, 17:80  
Legitimate nondiscriminatory reason,  
5:81, 17:57, 17:65  
National origin discrimination, 5:83,  
8:22, 17:63  
Qualifications, 1:9, 3:13, 5:23, 5:74,  
5:77, 5:80, 5:81, 5:83 to 5:85,  
7:13, 9:60, 9:62, 10:11, 15:2,  
15:4, 16:7, 16:12, 16:51, 17:2,  
17:23 to 17:27, 17:54 to 17:57,  
17:59, 17:61 to 17:65, 17:68 to  
17:70, 17:80, 17:83 to 17:85  
Reduction in force, 5:77, 17:61,  
17:63  
Reinstatement, 5:77, 5:81, 5:83,  
5:84, 17:61, 17:63  
Retaliation, 5:80, 14:33, 17:57,  
17:65, 17:68, 17:70, 17:83 to  
17:85  
Training programs, 5:77, 16:7, 17:54,  
17:56, 17:60 to 17:64, 17:70  
Undue hardship, 1:9, 5:81, 5:84,  
9:60, 17:57, 17:60, 17:65  
Voluntary affirmative action, 2:33,  
14:33

**DEGREE**

Violation, 5:23, 5:67, 5:73, 5:77,  
5:82, 5:83, 5:85, 9:23, 9:68,  
9:71, 9:74, 9:75, 9:77 to 9:79,  
9:81 to 9:85, 17:61, 17:63,

## INDEX

### DEGREE—Cont'd

17:67, 21:57, 21:59 to 21:63,  
21:68 to 21:70, 21:73, 21:74,  
21:76, 21:77, 21:84

### DEMOTIONS

Collective bargaining agreements,  
17:58, 17:61, 17:63

### DEPARTMENT OF LABOR

Exemptions, 5:71  
Occupational Safety and Health  
Administration, 5:68  
Organizational chart, 5:77 to 5:79,  
5:81  
Secretary of Labor, 6:16

### DEPENDENTS

Fringe benefits, 5:57, 5:80, 17:57,  
17:65, 21:56, 21:64, 21:66

### DESIGNATION

Unions, 5:58

### DISABILITIES

Accommodations, 5:57, 5:65, 5:72,  
5:80, 5:84, 9:57, 9:84, 16:52,  
17:57, 17:65, 20:51, 21:56,  
21:64  
Age, 4:51, 5:55, 5:57, 5:59, 5:65,  
5:72, 5:76, 5:79, 5:80, 5:83,  
5:84, 6:1, 6:16, 9:2, 9:23 to  
9:28, 9:54 to 9:58, 9:65, 9:67 to  
9:69, 9:71 to 9:85, 16:51,  
16:52, 17:57, 17:65, 17:80,  
17:84, 18:16, 20:52, 21:56,  
21:57, 21:64, 21:78, 21:83  
Alcohol use, 17:57, 17:65  
Alter ego, 5:84  
Americans with Disabilities Act,  
4:51, 5:55, 5:57, 5:59, 5:64,  
5:65, 5:79, 5:80, 5:83, 5:84,  
6:16, 8:51, 9:55, 9:57, 9:65,  
16:51, 17:57, 17:65, 18:16,  
20:51, 20:52, 21:56, 21:64  
Arbitration, 6:16, 9:57, 9:65, 18:16,  
21:56, 21:64  
Assessment, 5:79, 5:84  
Associational discrimination, 5:80,  
9:80, 17:80  
Attendance, 5:80, 5:84, 9:2, 9:23 to  
9:28, 9:54 to 9:56, 9:65, 9:67 to

### DISABILITIES—Cont'd

9:69, 9:71 to 9:85, 12:26,  
17:80, 17:84, 21:78, 21:83  
Awards, 5:59, 5:83, 9:2, 9:57, 9:65,  
9:80, 21:56, 21:57, 21:64  
Back pay, 5:57, 5:59, 5:80, 5:83,  
5:84, 9:24 to 9:28, 9:54 to 9:56,  
9:67 to 9:69, 9:80 to 9:85,  
17:57, 17:65, 21:64, 21:83  
Benefits, 5:57, 5:59, 5:64, 5:65, 5:76,  
5:79, 5:80, 5:83, 5:84, 8:32,  
9:2, 9:23 to 9:28, 9:54 to 9:58,  
9:65, 9:67 to 9:69, 9:71 to 9:85,  
12:26, 17:57, 17:65, 17:80,  
20:32, 21:56, 21:57, 21:64,  
21:78, 21:83  
Burden of proof, 5:59, 5:80, 5:83,  
5:84  
Business necessity, 5:57, 5:79, 5:80,  
5:83, 8:32, 8:51, 8:52, 9:2, 9:24  
to 9:28, 9:54, 9:55, 9:67, 9:69,  
9:71, 9:74, 9:77, 9:85, 17:57,  
17:65, 20:32, 20:51, 21:57  
Causation, 5:83, 5:84, 21:57  
Certificates, 9:2, 9:23 to 9:28, 9:54  
to 9:56, 9:67 to 9:69, 9:71 to  
9:85  
Choosing, 5:57, 5:76, 21:57  
Class actions, 5:83  
Compensatory damages, 5:83, 9:2,  
9:69, 9:72, 9:76, 9:81, 9:83 to  
9:85  
Confidentiality, 5:64, 9:73  
Costs, 4:51, 5:64, 5:83, 5:84, 9:2,  
9:23, 9:24, 9:27, 9:28, 9:54 to  
9:58, 9:65, 9:67, 9:71, 9:74,  
9:75, 9:77 to 9:85, 21:78, 21:83  
Declaratory relief, 5:83  
Defenses, 5:80, 5:83, 5:84, 6:16,  
16:51, 17:57, 17:65, 17:80,  
17:84  
Direct threat, 5:57, 5:65, 5:80, 5:84,  
8:52, 9:57, 17:57, 17:65, 20:52  
Essential functions of job, 5:84  
Estoppel, 5:84  
Evidence, 5:57, 5:59, 5:64, 5:72,  
5:76, 5:80, 5:83, 5:84, 9:23,  
9:24, 9:57, 9:65, 9:83, 12:26,  
12:71, 17:57, 17:65, 21:56,  
21:57, 21:64

**DISABILITIES—Cont'd**

Examinations, 5:57, 5:65, 5:84,  
12:26, 13:51, 17:57, 17:65  
Exclusions, 5:84  
Front pay, 5:83, 5:84, 9:57, 9:69,  
21:56, 21:64, 21:78, 21:83  
Harassment, 5:57, 5:59, 5:72, 5:76,  
5:79, 5:80, 9:68, 9:73, 9:76,  
17:57, 17:65, 17:80, 21:56,  
21:64, 21:78, 21:83  
Health insurance, 5:57, 5:64, 5:79,  
5:80, 17:57, 17:65, 17:80, 21:57  
Hearings, 5:83, 20:32, 21:57  
HIV status, 5:64  
Impairment, 5:55, 5:57, 5:65, 5:72,  
5:79, 5:80, 5:84, 9:57, 9:58,  
9:77, 9:80, 9:84, 17:84, 21:57,  
21:64, 21:83  
Individual defendants, 5:84  
Injunctive relief, 5:83, 5:84, 9:2,  
9:24 to 9:28, 9:54 to 9:57, 9:67  
to 9:69, 9:72, 9:76, 9:80, 21:56,  
21:64  
Inquiries, 5:55, 5:57, 5:65, 5:80,  
17:57, 17:65  
Insurance, 5:57, 5:59, 5:64, 5:65,  
5:72, 5:76, 5:79, 5:80, 5:83,  
5:84, 9:24 to 9:28, 9:54 to 9:56,  
9:67, 9:68, 9:80, 9:82 to 9:85,  
12:26, 13:51, 17:57, 17:65,  
17:80, 21:57, 21:64, 21:83  
Interest, 5:55, 5:57, 5:59, 5:64, 5:83,  
5:84, 9:24 to 9:28, 9:54 to 9:56,  
9:67 to 9:69, 9:80, 17:57,  
17:65, 17:80, 21:56, 21:57,  
21:64, 21:78, 21:83  
Interference, 5:84  
Investigations, 5:59, 5:80, 12:26,  
17:80, 20:32, 21:57  
Job restructuring, 5:65, 5:84, 17:57,  
17:65, 17:84, 21:83  
Learning disabilities, 5:84  
Leave of absence, 9:57, 9:65, 17:57,  
17:65, 21:56, 21:64  
Major life activity, 5:79, 5:84, 9:65  
Mental disabilities, 5:72, 6:1, 9:2,  
9:23 to 9:28, 9:54, 9:56, 9:58,  
9:67 to 9:69, 9:71 to 9:79, 9:81  
to 9:85  
National Labor Relations Act, 9:2

**DISABILITIES—Cont'd**

Notices, 5:55, 5:64, 5:65, 5:79,  
16:52, 21:57  
Physical requirements, 5:57, 21:57,  
21:78, 21:83  
Procedure, 5:57, 5:59, 5:64, 5:65,  
5:79, 5:80, 5:83, 5:84, 6:16,  
9:2, 9:23, 9:24, 9:55 to 9:58,  
9:65, 9:67, 9:71, 9:72, 9:74,  
9:76 to 9:79, 9:81, 12:26,  
12:71, 13:51, 16:52, 17:57,  
17:65, 17:84, 18:16, 21:56,  
21:57, 21:64  
Punitive damages, 5:59, 5:83, 5:84,  
9:2, 9:57, 9:69, 9:72, 9:73,  
9:76, 9:80, 9:81, 21:56, 21:64,  
21:78, 21:83  
Qualification standards, 17:57, 17:65  
Reasonable accommodation, 5:55,  
5:57, 5:65, 5:80, 5:84, 6:16,  
9:2, 9:55, 9:57, 9:65, 9:79,  
9:84, 17:57, 17:65, 17:84,  
21:56, 21:64, 21:83  
Reassignment, 5:59, 5:76, 5:79, 5:84,  
8:32, 9:68, 9:76, 9:80, 17:57,  
17:65  
Rehabilitation Act, 5:55, 5:57, 5:64,  
5:65, 5:84, 8:51, 8:52, 9:2,  
9:23, 9:24, 9:27, 9:28, 9:55 to  
9:57, 16:51, 17:57, 17:65,  
18:16, 20:51, 21:56  
Reinstatement, 5:83, 5:84, 8:32,  
9:76, 20:32, 21:56, 21:64  
Remedies, 5:55, 5:57, 5:76, 5:79,  
5:83, 5:84, 6:16, 9:55, 9:57,  
17:84, 18:16, 21:56, 21:83  
Request for accommodation, 5:57,  
5:72, 9:72, 9:76  
Retaliation, 5:57, 5:59, 5:80, 9:68,  
17:57, 17:65, 17:84, 21:56,  
21:64, 21:78, 21:83  
Seniority, 5:57, 5:79, 5:80, 5:83,  
8:32, 9:2, 9:23, 9:24, 9:27,  
9:28, 9:54 to 9:56, 9:58, 9:67,  
9:77, 9:80, 9:85, 17:57, 17:65,  
21:56, 21:57, 21:64, 21:78,  
21:83  
Statute of limitations, 5:59, 5:83  
Substantially limits, 5:55, 5:57, 5:65,  
5:79, 5:80, 5:84, 9:55, 9:57,  
9:80

## INDEX

### DISABILITIES—Cont'd

Undue hardship, 5:57, 5:65, 5:79,  
5:84, 8:52, 9:55, 9:57, 9:79,  
9:81, 17:57, 17:65, 20:52  
Waiver, 4:51, 5:55, 5:57, 5:65, 9:75,  
9:77, 17:57, 17:65, 17:84, 21:57  
Work activities, 17:80

### DISABILITY BENEFITS

Compensation, 3:23, 9:84, 9:85,  
15:23, 21:57  
Eligibility for benefits, 21:57  
Life insurance, 3:23, 5:28, 15:23  
Medical benefits, 9:84, 9:85  
Retirement plans, 21:57  
Taxation, 21:57

### DISCIPLINE

Attendance problems, 5:80  
Burden of proof, 5:59, 5:61, 5:77,  
5:80, 5:81  
Compensation, 4:7, 5:54, 5:59 to  
5:61, 5:63, 5:66, 5:68, 5:73,  
5:77 to 5:82, 6:7, 8:7, 8:41,  
9:58, 9:61, 9:63, 9:70, 10:12,  
10:13, 16:7, 16:36, 17:57,  
17:58, 17:61 to 17:63, 17:65 to  
17:70, 17:73, 17:76, 17:77,  
18:7, 18:22, 20:7, 21:56, 21:58,  
21:60, 21:62, 21:64 to 21:67,  
21:72, 21:76  
Customers, 4:61, 5:62 to 5:64, 5:70,  
5:78, 5:79, 5:81, 10:13, 16:1,  
16:4, 16:41, 16:51, 17:57,  
17:58, 17:61 to 17:63, 17:65,  
17:77, 21:58, 21:65, 21:67  
Elimination of position, 17:61 to  
17:63, 17:70  
Evidence, 3:31, 5:59 to 5:61, 5:63,  
5:64, 5:66, 5:68, 5:77, 5:78,  
5:80 to 5:82, 7:31, 8:7, 9:61,  
9:63, 10:11, 17:57, 17:58, 17:61  
to 17:63, 17:65, 17:66, 17:68,  
17:77, 21:56, 21:60, 21:62,  
21:64, 21:76  
Fighting, 17:60 to 17:63, 17:70,  
21:60, 21:62, 21:69  
Forum, 9:60  
Front pay, 5:81, 17:61, 17:63, 18:22,  
21:56, 21:61, 21:63, 21:64,  
21:69, 21:76

### DISCIPLINE—Cont'd

Harassment, 4:7, 4:62, 5:54, 5:59 to  
5:61, 5:66, 5:68, 5:73, 5:79 to  
5:81, 6:11, 8:7, 9:60, 9:61, 9:63,  
9:68, 10:11, 16:34, 16:62,  
17:57, 17:59 to 17:63, 17:65 to  
17:68, 17:70, 17:73, 17:76,  
17:80, 18:11, 18:22, 20:7,  
21:56, 21:58, 21:60, 21:62,  
21:64, 21:65, 21:67, 21:69,  
21:72  
Illegal conduct, 17:58  
Insubordination, 17:60 to 17:63,  
17:70, 21:60 to 21:63, 21:69,  
21:76  
Intent to discriminate, 16:7  
Prima facie case, 3:31, 5:59, 5:60,  
5:68, 5:77, 5:78, 5:80, 5:81,  
7:31  
Remedies, 5:61, 5:70, 5:77 to 5:79,  
5:81, 5:82, 7:32, 9:61, 17:61 to  
17:63, 17:70, 21:56  
Retaliation, 4:62, 5:59, 5:68, 5:73,  
5:78, 5:80, 6:11, 8:7, 9:61, 9:63,  
9:68, 9:70, 16:62, 17:57, 17:65,  
17:66, 17:68, 17:70, 17:77,  
18:11, 21:56, 21:58, 21:60,  
21:62, 21:64 to 21:67  
State law, 5:54, 5:59, 5:81, 17:57,  
17:59, 17:65, 17:80  
Termination of employment, 5:60,  
9:60, 17:60

### DISCOUNTS

Collective bargaining agreements,  
17:58, 17:61, 17:63

### DISCOVERY

Admissibility, 1:9, 5:81, 11:2, 11:3,  
12:31, 12:39, 12:52, 12:80  
Affirmative action plans, 17:58  
Attorney-client privilege, 12:58,  
17:58, 21:57, 21:76  
Burdensome, 1:6, 1:9, 10:4, 10:5,  
12:80  
Class action, 5:83, 10:6, 21:60, 21:62  
Class actions, 5:83  
Defenses, 1:9, 5:81, 5:83, 5:84, 11:4,  
12:12, 12:73, 12:80, 17:62,  
17:64, 17:70

**DISCOVERY—Cont'd**

Depositions, 1:1, 1:3, 1:5, 9:61, 9:63, 10:1, 10:6, 11:1 to 11:4, 12:1, 12:2, 12:4, 12:6, 12:7, 12:11, 12:12, 12:23 to 12:25, 12:31, 12:32, 12:37, 12:39, 12:43, 12:51, 12:52, 12:57 to 12:60, 12:62, 12:65, 12:72 to 12:74, 12:79, 12:80, 12:91 to 12:95, 13:51, 17:58, 17:62, 17:64, 17:70, 17:77, 18:1, 21:57, 21:60, 21:62, 21:76

Expert testimony, 5:84, 11:2, 12:51, 12:52, 12:57 to 12:59, 12:62, 12:80

Expert witnesses, 2:32, 5:67, 5:83, 6:13, 9:61, 9:63, 12:51, 17:58, 17:62, 17:64, 17:70, 17:77, 21:60, 21:62, 21:76

Harassment, 1:3, 1:5, 5:61, 5:72, 5:73, 5:76, 5:81, 9:59, 9:61, 9:63, 12:52, 17:62, 17:64, 17:70, 21:60, 21:62

Hostile environment, 9:59, 9:61, 17:64

Interrogatories, 1:1 to 1:3, 1:5, 1:6, 1:8 to 1:12, 2:17, 2:32, 4:1, 5:58, 5:61, 5:62, 5:67, 5:72, 5:73, 5:76, 5:81, 5:83, 5:84, 6:13, 9:59, 9:61, 9:63, 9:80, 10:1, 10:4, 10:6, 11:1, 11:2, 11:4, 12:1, 12:7, 12:39, 12:51, 12:57, 12:59, 12:79, 12:80, 12:91, 12:92, 12:94, 17:58

Names, 1:1, 4:1, 5:58, 5:61, 5:62, 5:72, 5:73, 5:76, 5:81, 5:83, 9:59, 9:61, 9:63, 12:2, 12:12, 17:58, 17:62, 17:64, 17:70, 17:77, 18:1, 21:57, 21:60, 21:62, 21:76

National origin discrimination, 5:83, 9:63, 21:62

Potential class members, 5:83

Privacy, 1:9, 10:6, 17:64

Privilege, 1:6, 1:8, 1:9, 10:6, 12:11, 12:43, 12:52, 12:58 to 17:58, 21:57, 21:76

Privileged information, 12:1, 12:43, 12:52

**DISCOVERY—Cont'd**

Production of documents, 1:3, 10:1, 10:3 to 10:6, 11:1 to 11:4, 12:1, 17:58

Protective orders, 1:1

Putative class members, 5:83

Racial harassment, 5:61, 5:76

Relevance, 1:9, 9:61, 9:63, 12:23, 12:43, 12:52, 17:58, 17:62, 17:64, 17:77, 21:57, 21:76

Relief, 5:81, 5:83, 5:84, 9:59, 9:61, 9:63, 9:80, 12:2, 12:39, 12:52, 21:57, 21:60, 21:62, 21:76

Request for admission, 1:3, 11:2, 12:39, 12:80

Sanctions, 10:1, 11:1, 11:4, 12:23, 12:43, 12:72, 12:80, 17:58, 17:62, 17:64, 17:70, 17:77

Scope of discovery, 1:6, 12:51, 12:80

Sexual harassment claims, 5:73

Summary judgment, 1:1, 1:12, 5:84, 10:6, 11:2 to 11:4, 12:1, 12:4, 12:11, 12:23, 12:80

Time limitations, 5:83

Work product privilege, 12:59

**DISCRIMINATION**

Georgia, 5:66

Minnesota, 13:57

New York, 11:34

**DISPARATE IMPACT**

Adverse employment action, 5:80, 5:81, 5:83, 9:83, 9:85

Affirmative action, 2:33, 5:25, 5:57, 5:61, 5:74, 5:80, 5:83, 14:33, 17:2, 17:57, 17:65, 18:11, 21:56, 21:64

Business necessity standard, 5:85

Civil Rights Act, 4:5, 5:25, 5:61, 5:74, 5:78, 5:80, 5:81, 5:83, 5:85, 7:3, 7:16, 8:5, 9:2, 9:25, 9:26

Disability discrimination, 5:80, 17:57, 17:65, 21:64

Harassment, 5:25, 5:57, 5:61, 5:80, 5:81, 17:57, 17:65, 18:11, 21:56, 21:60, 21:62, 21:64

Insurance, 5:57, 5:58, 5:78, 5:80, 5:81, 5:83, 5:85, 9:25, 9:26,

## INDEX

### DISPARATE IMPACT—Cont'd

9:62, 9:83, 9:85, 17:57, 17:65,  
21:64, 21:76  
National origin discrimination, 4:23,  
5:83, 9:26, 21:62  
Neutral employment practices, 5:78,  
5:81, 5:85  
Performance, 4:23, 5:25, 5:57, 5:58,  
5:61, 5:74, 5:78, 5:80, 5:81,  
5:83, 5:85, 7:3, 7:4, 7:16, 9:25,  
9:26, 9:62, 9:77, 9:83, 9:85,  
16:5, 17:57, 17:65, 17:81,  
17:83, 19:3, 20:5, 20:32, 21:56,  
21:60 to 21:62, 21:64, 21:76  
Pretext, 5:78, 5:80, 5:81, 5:83, 9:62,  
9:77, 9:83, 21:61, 21:76  
Recruiting, 5:25  
Rehabilitation Act, 5:57, 9:2, 17:57,  
17:65, 21:56  
Remedies, 5:57, 5:58, 5:61, 5:78,  
5:81, 5:83, 21:56  
Retaliation, 5:57, 5:78, 5:80, 14:33,  
17:57, 17:65, 17:81, 17:83,  
18:11, 21:56, 21:60, 21:62,  
21:64  
Sexual orientation, 5:80  
Statistical evidence, 4:5, 5:58, 5:74,  
5:83, 9:83, 17:81, 17:83  
Subjective criteria, 5:74, 7:4, 7:16,  
9:26, 19:4  
Tenure, 5:25, 5:57, 5:80, 17:57,  
17:65, 17:81, 17:83  
Tests, 4:23, 5:25, 5:57, 5:58, 5:61,  
5:74, 5:85, 7:3, 7:4, 7:11, 9:2,  
9:25, 9:26, 9:62, 9:77, 16:5,  
17:2, 17:57, 17:65, 17:81,  
18:11, 19:3, 21:3, 21:56, 21:60  
to 21:62, 21:64, 21:76

### DISPARATE TREATMENT

Age discrimination, 5:58, 6:2  
Bona fide occupational qualifications,  
5:78  
Civil Rights Act, 5:61, 5:74, 5:78,  
5:81  
Class actions, 6:2  
Damages, 2:33, 5:58, 5:61, 5:74,  
5:81, 9:81, 17:68, 17:81, 21:67  
Defenses, 2:33, 5:74, 5:81, 17:68

### DISPARATE TREATMENT

#### —Cont'd

Harassment, 5:61, 5:81, 17:68,  
18:11, 21:67  
Hiring, 4:33, 5:58, 5:61, 5:74, 5:78,  
5:81, 9:81, 17:68, 17:81, 18:11  
Intentional discrimination, 5:61,  
5:74, 5:78, 5:81, 11:2  
Pretext, 5:78, 5:81, 7:31, 9:81  
Prima facie case, 2:11, 5:58, 5:74,  
5:78, 5:81, 7:31  
Protected class, 5:74, 5:78, 5:81,  
9:81, 17:68, 17:81, 21:67  
Public policy, 17:68  
Punitive damages, 5:61, 5:81, 9:81,  
17:81  
Remedies, 5:58, 5:61, 5:78, 5:81  
Retaliation, 5:78, 17:68, 17:81,  
18:11, 21:67  
Sexual orientation, 21:67  
Statistical evidence, 5:58, 5:74,  
17:68, 17:81  
Strength, 5:61, 5:81, 18:11

### DIVIDENDS

Stock options, 17:75, 21:74, 21:76

### DRUGS

Testing, 13:61, 17:57, 17:58, 17:60  
to 17:65, 21:57

### DURATION

Collective bargaining agreements,  
17:58, 17:62, 17:70, 17:77

### DURESS

Retirement plans, 21:57  
Settlements, 21:57

### EARLY RETIREMENT

Age discrimination, 4:44, 4:45, 4:49,  
5:58, 5:77, 7:34, 8:44, 16:44,  
17:58, 17:77, 20:41, 20:44,  
21:57, 21:61, 21:76  
Benefits, 3:34, 4:44, 4:49, 5:58, 5:77,  
17:58, 17:61, 17:63, 17:77,  
20:41, 21:57, 21:76  
Communicating, 4:44, 5:58, 5:77,  
8:44, 17:61, 17:63  
Discrimination, 3:34, 4:44, 4:45,  
4:49, 5:58, 5:77, 7:34, 8:44,  
15:34, 16:44, 17:58, 17:61,

**EARLY RETIREMENT—Cont'd**

17:63, 17:77, 20:41, 20:44,  
21:57, 21:61, 21:76

Incentives, 3:34, 4:44, 5:58, 5:77,  
7:34, 8:44, 15:34, 16:44, 17:58,  
17:61, 17:63, 17:77, 20:41,  
20:44, 21:57, 21:61, 21:76

Modifications, 4:49, 16:44, 17:58,  
17:77

Policies, 3:34, 4:45, 5:58, 5:77, 7:34,  
15:34, 16:44, 17:58, 17:61,  
17:63, 17:77, 20:41, 21:57,  
21:61, 21:76

Qualification, 5:58, 5:77, 17:58,  
17:63, 17:77, 20:41, 21:57,  
21:61, 21:76

Release, 5:77, 21:57

Requirements, 3:34, 5:58, 5:77,  
15:34, 17:58, 17:61, 17:63,  
17:77, 20:41, 21:57, 21:61,  
21:76

Waiver, 5:77, 17:58, 17:61, 17:63,  
17:77, 21:57, 21:61, 21:76

**EFFECTIVE DATE**

Collective bargaining agreements,  
15:4, 15:13, 17:58, 17:62, 17:70

**EMPLOYEE BENEFITS**

Deferral, 21:57, 21:66

Exclusions, 8:49

Income, 17:58, 21:57, 21:66

Limitations, 5:81, 17:57, 17:58,  
17:62, 17:65, 21:57, 21:66

Nondiscrimination, 5:81, 17:62,  
17:64

Social security, 4:42, 4:49, 5:64,  
9:70, 17:58, 21:57, 21:66, 21:81  
to 21:83

Spouses, 5:54, 7:23, 9:28, 19:23

Tax, 17:58, 17:62, 17:64, 21:57,  
21:66, 21:81 to 21:83

**EMPLOYMENT AGENCIES**

Age Discrimination in Employment  
Act, 5:23 to 5:26, 5:56, 5:58,  
5:62, 5:69, 5:71, 5:77, 6:16,  
17:62, 20:41 to 20:49, 21:57,  
21:68, 21:70, 21:74

Americans with Disabilities Act,  
4:51, 5:55, 5:64, 5:65, 6:16,  
8:51, 20:52

**EMPLOYMENT AGENCIES**

**—Cont'd**

Civil Rights Act of 1866, 5:23 to  
5:26, 5:56

Employer, 4:62, 5:3, 5:23 to 5:26,  
5:55, 5:56, 5:58, 5:62, 5:64 to  
5:66, 5:69, 5:71, 5:74, 5:77,  
6:16, 8:51, 9:54, 15:1, 17:23,  
17:58, 17:62, 17:64, 21:57,  
21:68, 21:70, 21:73, 21:74,  
21:76 to 21:78

Equal Employment Opportunity  
Commission, 5:23 to 5:26, 5:54  
to 5:56, 5:58, 5:65, 5:66, 5:77,  
6:16, 15:1, 17:23, 17:58

Executive Order 11246, 6:16, 15:1,  
17:23

Hiring, 4:31, 4:42, 4:51, 4:62, 5:23  
to 5:26, 5:54 to 5:56, 5:58,  
5:62, 5:64 to 5:66, 5:71, 5:74,  
5:77, 9:54, 16:42, 17:23, 17:58,  
17:62, 17:64, 20:41, 20:42,  
20:52, 21:57, 21:70, 21:73,  
21:76 to 21:78

Title VII, 4:31, 4:62, 5:3, 5:23 to  
5:26, 5:54 to 5:56, 5:58, 5:65,  
5:66, 5:69, 5:74, 6:16, 8:62,  
9:54, 21:78

Unemployment benefits, 9:54, 21:70,  
21:73, 21:74, 21:77, 21:78

**EMPLOYMENT  
DISCRIMINATION**

Affirmative defense, 1:9, 5:59, 5:72,  
5:75 to 5:77, 5:81, 11:7

Age, 2:1 to 2:3, 2:11 to 2:16, 2:22,  
2:23, 2:33, 3:1 to 3:4, 3:11 to  
3:16, 3:21 to 3:23, 3:31 to 3:34,  
4:1, 4:2, 4:4, 4:6, 4:11, 4:12,  
4:21 to 4:23, 4:31 to 4:35, 4:41  
to 4:49, 4:51, 4:61, 4:62, 5:2,  
5:3, 5:23 to 5:28, 5:54 to 5:63,  
5:65, 5:66, 5:68 to 5:72, 5:74 to  
5:81, 5:83, 5:84, 6:1, 6:2, 6:11,  
6:16, 6:21 to 6:24, 7:1 to 7:4,  
7:11 to 7:16, 7:21 to 7:23, 7:31  
to 7:34, 8:6, 8:13, 8:41 to 8:49,  
8:61, 9:2, 9:3, 9:23 to 9:28,  
9:53 to 9:60, 9:62, 9:65 to 9:69,  
9:71 to 9:85, 10:11, 12:43,  
12:51, 12:81, 13:1, 13:2, 13:22,

## INDEX

### EMPLOYMENT

#### DISCRIMINATION—Cont'd

13:31, 13:34 to 13:39, 13:71,  
13:72, 14:1 to 14:4, 14:11,  
14:13 to 14:16, 14:22, 14:23,  
14:31, 14:33, 14:34, 15:1 to  
15:4, 15:11 to 15:16, 15:21 to  
15:23, 15:31 to 15:34, 16:1 to  
16:3, 16:5 to 16:7, 16:11, 16:13,  
16:21 to 16:23, 16:31 to 16:36,  
16:41 to 16:49, 16:51 to 16:53,  
16:61, 16:62, 17:2, 17:3, 17:23,  
17:25 to 17:28, 17:54 to 17:85,  
18:1, 18:5, 18:11, 18:12, 18:16,  
18:22 to 18:24, 19:1 to 19:4,  
19:11 to 19:16, 19:21 to 19:23,  
19:31 to 19:34, 20:6, 20:7,  
20:41 to 20:49, 20:52, 20:53,  
20:61, 21:3, 21:23, 21:24, 21:56  
to 21:84

Age discrimination in Employment  
Act, 4:41, 4:43, 4:47, 4:49, 5:2,  
5:23 to 5:28, 5:56, 5:58, 5:62,  
5:69, 5:71, 5:75, 5:77, 5:83,  
5:84, 6:2, 6:16, 7:34, 8:41,  
8:49, 9:2, 9:23 to 9:28, 9:58,  
9:62, 9:69, 9:77, 17:62, 18:16,  
20:41 to 20:49, 21:57, 21:68,  
21:70, 21:74

Americans with Disabilities Act,  
4:51, 5:55, 5:57, 5:59, 5:64,  
5:65, 5:79, 5:80, 5:83, 5:84,  
6:16, 8:51, 9:55, 9:57, 9:65,  
16:51, 17:57, 17:65, 18:16,  
20:51, 20:52, 21:56, 21:64

Arbitration, 3:4, 3:13, 3:14, 3:16,  
3:32, 4:12, 4:62, 5:2, 5:68,  
5:82, 6:15, 6:16, 7:32, 8:7,  
9:57, 9:61, 9:63, 9:65, 15:2,  
15:4, 15:14, 16:12, 16:62,  
17:25, 17:26, 17:61, 17:63,  
17:71, 17:74, 17:78, 17:79,  
17:81, 18:15, 18:16, 21:56,  
21:64, 21:66

Back pay, 5:57, 5:59, 5:60, 5:77,  
5:80, 5:81, 5:83, 5:84, 9:24 to  
9:28, 9:54 to 9:56, 9:59 to 9:64,  
9:66 to 9:70, 9:80 to 9:85,  
14:34, 16:7, 17:57, 17:61,  
17:63, 17:65, 17:77, 20:1,  
20:11, 21:59, 21:61, 21:63,

### EMPLOYMENT

#### DISCRIMINATION—Cont'd

21:64, 21:68, 21:69, 21:76,  
21:82 to 21:84

Bona fide occupational qualification  
defense, 5:75, 5:81

Burden of proof, 1:10, 5:59, 5:61,  
5:75, 5:77, 5:80, 5:81, 5:83,  
5:84, 11:7

Causation, 5:60, 5:83, 5:84, 12:15,  
12:62, 13:58, 13:61, 21:57,  
21:59 to 21:63, 21:69, 21:76

Citizenship, 3:2, 4:21, 5:2, 5:3, 5:24,  
5:26, 5:56, 5:63, 5:84, 6:1, 8:7,  
9:23 to 9:26, 9:57, 9:58, 9:61,  
9:63, 9:69, 13:1, 14:4, 15:2,  
15:11, 16:7, 16:21, 17:26,  
17:61, 17:63, 17:71, 17:74,  
17:78, 17:79, 17:81 to 17:85,  
18:1, 18:5, 20:7, 21:24, 21:56  
to 21:60, 21:62, 21:64 to 21:67

Civil Rights Act, 2:1, 3:3, 4:5, 4:35,  
5:2, 5:23 to 5:28, 5:54 to 5:56,  
5:59 to 5:61, 5:63, 5:65, 5:66,  
5:68, 5:69, 5:71, 5:74, 5:78 to  
5:85, 6:16, 7:1 to 7:3, 7:14,  
7:16, 7:23, 8:5, 8:35, 9:1 to 9:3,  
9:23 to 9:28, 9:54 to 9:56, 9:60,  
9:61, 18:16, 21:73, 21:77,  
21:78, 21:80 to 21:84

Collective bargaining agreement, 2:2,  
2:12, 2:22, 2:33, 3:2, 3:4, 3:13  
to 3:16, 3:21, 3:23, 3:31 to  
3:34, 4:6, 4:7, 4:12, 4:32, 4:35,  
4:42, 4:44, 4:46, 4:49, 5:2, 5:24  
to 5:28, 5:54 to 5:58, 5:60 to  
5:63, 5:65, 5:70, 5:77, 7:14,  
7:16, 7:33, 8:46, 9:2, 9:26,  
9:69, 14:2, 14:33, 15:2, 15:4,  
15:12 to 15:16, 15:21 to 15:23,  
15:31 to 15:34, 16:6, 16:7,  
16:12, 16:43, 16:44, 16:46,  
16:47, 16:49, 17:2, 17:57,  
17:58, 17:60 to 17:63, 17:65,  
17:69 to 17:71, 17:74, 17:77 to  
17:79, 17:81, 17:82, 19:16,  
19:33, 19:34, 20:12, 20:46,  
21:3, 21:57, 21:68, 21:75, 21:76

Compensatory damages, 5:60, 5:61,  
5:74, 5:77, 5:81, 5:83, 6:22 to  
6:24, 8:7, 9:2, 9:61, 9:63, 9:69,

**EMPLOYMENT**

**DISCRIMINATION—Cont'd**

9:72, 9:76, 9:81, 9:83 to 9:85,  
18:22 to 18:24, 21:59, 21:61,  
21:63, 21:68, 21:69, 21:71,  
21:75, 21:76

Computation, 5:59, 5:60, 5:66, 5:68,  
9:59, 9:60, 9:66, 9:68

Contract claims, 5:84

Current employees, 3:3, 3:16, 5:69,  
5:74, 5:77, 5:85, 7:3, 15:13,  
15:16, 16:53, 17:69, 17:77

Direct evidence, 5:61, 5:83, 5:84

Disability, 3:14, 3:23, 4:32, 4:49,  
4:51 to 4:53, 5:24, 5:28, 5:55,  
5:57, 5:65, 5:72, 5:73, 5:76,  
5:77, 5:79 to 5:81, 5:83 to 5:85,  
6:1, 6:16, 6:21, 7:23, 8:32, 8:51  
to 8:53, 9:2, 9:23 to 9:28, 9:53  
to 9:65, 9:67 to 9:85, 10:11,  
12:26, 12:71, 13:22, 13:31,  
13:34 to 13:39, 13:51 to 13:54,  
13:56, 13:58, 15:14, 15:23,  
16:7, 16:36, 16:49, 16:51 to  
16:53, 17:28, 17:53 to 17:58,  
17:60 to 17:65, 17:70, 17:72,  
17:75, 17:76, 17:80, 17:84,  
17:85, 18:1, 18:11, 20:49, 20:51  
to 20:53, 21:24, 21:54, 21:56,  
21:57, 21:64, 21:66, 21:71,  
21:74 to 21:76, 21:79, 21:83,  
21:84

Disparate impact, 2:11, 2:17, 2:33,  
4:1, 4:5, 4:23, 4:33, 5:25, 5:57,  
5:58, 5:61, 5:74, 5:78, 5:80,  
5:81, 5:83, 5:85, 6:2, 7:3, 7:4,  
7:11, 7:16, 7:21, 8:5, 8:33, 9:2,  
9:25, 9:26, 9:62, 9:77, 9:83,  
9:85, 12:92, 14:33, 16:5, 17:2,  
17:57, 17:65, 17:81, 17:83,  
18:11, 19:3, 19:4, 19:11, 19:12,  
19:33, 19:34, 20:5, 20:32, 21:3,  
21:56, 21:60 to 21:62, 21:64,  
21:76

Disparate treatment, 2:11, 2:33, 4:33,  
5:58, 5:61, 5:74, 5:78, 5:81,  
6:2, 7:31, 9:81, 11:2, 17:68,  
17:81, 18:11, 21:67

Equal Pay Act, 3:15, 4:31, 4:36, 5:23  
to 5:28, 5:54, 5:56, 5:67, 6:2,  
6:16, 7:15, 9:23, 9:24, 9:27,

**EMPLOYMENT**

**DISCRIMINATION—Cont'd**

9:54, 17:67, 18:16, 21:66

Evidence, 1:1, 1:2, 1:5, 1:6, 1:9,  
1:10, 1:12, 2:11, 2:12, 2:14, 3:3,  
3:4, 3:21 to 3:23, 3:31, 4:5,  
4:11, 4:42, 4:43, 4:47, 5:28,  
5:57 to 5:61, 5:63, 5:64, 5:66,  
5:68, 5:69, 5:71, 5:72, 5:74 to  
5:78, 5:80 to 5:85, 6:14, 7:3,  
7:14, 7:31, 8:7, 8:33, 9:23,  
9:24, 9:57, 9:61, 9:63, 9:65,  
9:83, 10:1, 10:6, 10:11, 11:2 to  
11:4, 11:7, 11:8, 12:1 to 12:4,  
12:7, 12:12, 12:25, 12:26,  
12:31, 12:32, 12:39, 12:43,  
12:51, 12:52, 12:56, 12:59,  
12:60, 12:62, 12:63, 12:71 to  
12:74, 12:78, 12:80, 12:81,  
12:83, 12:92, 13:11, 13:14,  
13:24, 13:25, 13:57, 13:59,  
13:71, 13:72, 15:3, 15:23,  
16:33, 16:43, 17:27, 17:54,  
17:56 to 17:58, 17:61 to 17:66,  
17:68, 17:71, 17:74, 17:75,  
17:77 to 17:79, 17:81, 17:83,  
18:14, 20:33, 20:45, 20:47,  
21:56, 21:57, 21:60, 21:62,  
21:64, 21:76

Executive, 3:1, 3:2, 4:35, 5:58, 5:64,  
5:76, 5:77, 5:83 to 5:85, 6:16,  
8:35, 9:56, 9:67, 15:1 to 16:2,  
16:31, 17:23, 17:57, 17:59,  
17:61, 17:63, 17:65, 17:80,  
18:16, 21:84

Former employees, 4:62, 5:58, 5:61,  
5:70, 5:75, 5:77 to 5:79, 5:81,  
11:8, 16:62

Forum, 5:83, 5:84, 9:60, 12:3, 12:73

Front pay, 5:81, 5:83, 5:84, 9:57,  
9:69, 17:61, 17:63, 18:22,  
21:56, 21:59, 21:61, 21:63,  
21:64, 21:68, 21:69, 21:76,  
21:78, 21:80 to 21:84

Gender identity, 5:66, 5:79, 9:66,  
9:79, 17:59, 17:66, 17:74, 21:65

Grievance procedures, 3:13, 3:16,  
3:32, 4:62, 5:59, 5:60, 5:68,  
5:84, 8:34, 9:2, 9:23 to 9:28,  
9:54 to 9:56, 9:59 to 9:64, 9:66  
to 9:69, 9:71, 9:74, 9:75, 9:77

## INDEX

### EMPLOYMENT

#### DISCRIMINATION—Cont'd

to 9:85, 15:2, 16:62, 17:2,  
17:25, 17:26, 19:32, 21:3,  
21:58, 21:79

Harassment, 1:3, 1:5, 4:4, 4:7, 4:34,  
4:62, 5:23 to 5:28, 5:54, 5:56,  
5:57, 5:59 to 5:61, 5:66, 5:68,  
5:72, 5:73, 5:76, 5:79 to 5:81,  
6:11, 8:4, 8:7, 8:34, 8:62, 9:59  
to 9:61, 9:63, 9:66, 9:68, 9:73,  
9:76, 10:11, 12:13, 12:52,  
13:22, 16:34, 16:62, 17:57,  
17:59 to 17:68, 17:70, 17:73,  
17:76, 17:79, 17:80, 18:11,  
18:22, 18:23, 20:7, 20:34,  
21:56, 21:58 to 21:60, 21:62,  
21:64, 21:65, 21:67, 21:69,  
21:70, 21:72 to 21:75, 21:77,  
21:78, 21:80 to 21:84

Hostile work environment, 5:59,  
5:60, 5:66, 5:73, 5:76, 8:4,  
9:59, 9:60, 9:63, 9:66, 9:72,  
9:73, 9:76, 9:80, 17:57, 17:59,  
17:64, 17:65, 17:76, 17:80,  
21:58, 21:75

Injunctive relief, 5:81, 5:83, 5:84,  
6:22 to 6:24, 8:7, 9:2, 9:24 to  
9:28, 9:54 to 9:57, 9:59 to 9:63,  
9:66 to 9:69, 9:72, 9:76, 9:80,  
18:22 to 18:24, 20:7, 21:56,  
21:59 to 21:64, 21:66, 21:69,  
21:71, 21:75, 21:76

Liability, 1:1, 1:4, 1:7, 2:1, 2:3, 2:12,  
3:33, 4:7, 4:34, 4:44, 5:2, 5:3,  
5:23 to 5:28, 5:54 to 5:56, 5:59,  
5:61 to 5:63, 5:65, 5:67 to 5:71,  
5:73 to 5:76, 5:78 to 5:84, 9:2,  
9:23, 9:25 to 9:28, 9:54 to 9:56,  
9:61, 9:63, 9:65, 9:69, 9:70,  
9:74, 9:78 to 9:81, 10:11, 11:2,  
12:23, 12:26, 12:57, 12:58,  
12:62, 12:71, 12:80, 14:34,  
16:7, 17:57, 17:59, 17:60,  
17:65, 17:66, 17:68, 17:71 to  
17:76, 17:78 to 17:85

Liquidated damages, 5:58, 5:77,  
9:69, 17:77, 21:68

Mixed motive, 5:54, 5:66, 5:81,  
17:81

### EMPLOYMENT

#### DISCRIMINATION—Cont'd

National origin, 2:1 to 2:3, 2:11 to  
2:17, 2:22, 2:23, 2:33, 3:1 to  
3:4, 3:11 to 3:16, 3:21 to 3:23,  
3:31 to 3:34, 4:1, 4:2, 4:4, 4:6,  
4:11, 4:12, 4:21 to 4:23, 4:31,  
4:32, 4:34, 4:35, 4:41 to 4:43,  
4:46, 4:51, 4:61, 4:62, 5:2, 5:3,  
5:23 to 5:28, 5:54 to 5:61, 5:63,  
5:65, 5:66, 5:68, 5:77 to 5:85,  
6:1, 6:2, 6:11, 6:16, 6:22, 6:24,  
7:1 to 7:4, 7:11 to 7:16, 7:21 to  
7:23, 7:31 to 7:33, 8:6, 8:7,  
8:13, 8:21 to 8:23, 8:61, 9:2,  
9:3, 9:23 to 9:28, 9:53 to 9:61,  
9:63, 9:65, 9:67 to 9:69, 9:71,  
9:72, 9:75 to 9:77, 9:80, 10:11,  
13:31, 13:34 to 13:39, 14:1 to  
14:3, 14:11, 14:13 to 14:16,  
14:22, 14:23, 14:31, 14:33,  
14:34, 15:1 to 15:4, 15:11 to  
15:16, 15:21 to 15:23, 15:31 to  
15:34, 16:1 to 16:3, 16:5, 16:6,  
16:11, 16:13, 16:21 to 16:23,  
16:31 to 16:36, 16:41, 16:42,  
16:44, 16:45, 16:47, 16:48,  
16:51 to 16:53, 16:61, 16:62,  
17:2, 17:3, 17:23, 17:25 to  
17:28, 17:54 to 17:61, 17:63,  
17:65 to 17:69, 17:71, 17:74,  
17:77 to 17:85, 18:1, 18:5,  
18:11, 18:12, 18:24, 19:1 to  
19:4, 19:11 to 19:16, 19:21 to  
19:23, 19:31 to 19:34, 20:6,  
20:7, 20:21 to 20:23, 20:61,  
21:23, 21:24, 21:56 to 21:58,  
21:60, 21:62, 21:64 to 21:68,  
21:76, 21:79

Older Workers Benefit Protection  
Act, 4:48, 8:48, 8:49, 18:16

Pattern or practice, 5:59, 5:74, 21:60,  
21:62

Policymaker, 5:77

Preemption, 5:59

Pregnancy, 3:2, 4:32, 5:3, 5:24, 5:26,  
5:54, 5:56, 5:59, 5:85, 6:7,  
8:32, 13:56, 15:2, 15:11, 16:7,  
16:31, 16:32, 17:61, 17:63,  
18:5, 18:7, 18:11, 20:31, 20:32,  
21:24, 21:57, 21:84

**EMPLOYMENT**

**DISCRIMINATION—Cont'd**

Pretext, 2:12, 3:31, 4:46, 4:47, 5:78, 5:80, 5:81, 5:83, 7:31, 8:22, 8:23, 8:46, 8:47, 9:58, 9:62 to 9:64, 9:70, 9:77 to 9:79, 9:81 to 9:83, 20:2, 20:41, 20:42, 20:46, 21:57, 21:61, 21:63, 21:68, 21:69, 21:76 to 21:78, 21:80 to 21:83

Procedure, 1:9, 1:11, 1:21, 2:2, 2:23, 2:32, 3:2 to 3:4, 3:13, 3:14, 3:21, 3:32 to 3:34, 4:12, 4:13, 4:34, 4:45 to 4:47, 5:2, 5:3, 5:24, 5:27, 5:54, 5:57, 5:59, 5:60, 5:62, 5:64 to 5:71, 5:74, 5:75, 5:77 to 5:81, 5:83 to 5:85, 6:11, 6:13 to 6:16, 6:22, 7:3, 7:32, 8:1, 8:7, 8:34, 8:35, 8:46, 8:47, 9:2, 9:23, 9:24, 9:55 to 9:58, 9:61 to 9:67, 9:71, 9:72, 9:74, 9:76 to 9:79, 9:81, 10:2, 10:11 to 10:13, 10:51, 11:1, 11:3, 11:22, 12:2, 12:3, 12:7, 12:21, 12:23, 12:25, 12:26, 12:39, 12:43, 12:46, 12:51, 12:56, 12:57, 12:59, 12:71, 12:72, 12:74, 12:80, 12:81, 13:2, 13:41, 13:51, 14:23, 14:32, 15:2 to 15:4, 15:11 to 15:13, 15:15, 15:21 to 15:23, 15:31 to 15:34, 16:2, 16:5, 16:7, 16:11, 16:21, 16:22, 16:31, 16:34, 16:36, 16:42, 16:48, 16:52, 17:2, 17:3, 17:24 to 17:26, 17:57, 17:58, 17:60 to 17:66, 17:69 to 17:79, 17:81 to 17:85, 18:2, 18:11, 18:13 to 18:16, 19:32, 20:7, 20:48, 21:4, 21:26 to 21:28, 21:55 to 21:57, 21:59 to 21:66, 21:69, 21:71, 21:72, 21:74 to 21:76

Protected activity, 4:62, 5:68, 9:68, 16:62, 21:67

Protected categories, 3:14, 8:13

Punitive damages, 5:59, 5:61, 5:77, 5:81, 5:83, 5:84, 6:21 to 6:24, 8:7, 9:2, 9:57, 9:61, 9:63, 9:69, 9:70, 9:72, 9:73, 9:76, 9:80, 9:81, 17:61, 17:63, 17:81, 18:22 to 18:24, 21:56, 21:59 to 21:64, 21:66, 21:68, 21:69, 21:71,

**EMPLOYMENT**

**DISCRIMINATION—Cont'd**

21:75, 21:76, 21:78, 21:80 to 21:84

Race, 2:1 to 2:3, 2:11 to 2:17, 2:22, 2:23, 2:33, 3:1 to 3:4, 3:11 to 3:16, 3:21 to 3:23, 3:31 to 3:34, 4:1 to 4:7, 4:11, 4:12, 4:21 to 4:23, 4:31, 4:32, 4:34, 4:35, 4:41 to 4:43, 4:46, 4:51, 4:61, 4:62, 5:2, 5:3, 5:23 to 5:28, 5:54 to 5:63, 5:65, 5:66, 5:68, 5:69, 5:74, 5:76 to 5:81, 5:83 to 5:85, 6:1, 6:2, 6:11, 6:14, 6:16, 6:22, 6:24, 7:1 to 7:4, 7:11 to 7:16, 7:21 to 7:23, 7:31 to 7:33, 8:1 to 8:7, 8:13, 8:21, 8:61, 9:2, 9:3, 9:23 to 9:28, 9:53 to 9:61, 9:63, 9:65, 9:67 to 9:69, 9:71, 9:72, 9:74 to 9:76, 9:78 to 9:80, 10:11, 13:22, 13:31, 13:34 to 13:39, 13:72, 14:1 to 14:4, 14:11, 14:13 to 14:16, 14:22, 14:23, 14:31, 14:33, 14:34, 15:1 to 15:4, 15:11 to 15:16, 15:21 to 15:23, 15:31 to 15:34, 16:1 to 16:7, 16:11, 16:13, 16:21 to 16:23, 16:31 to 16:36, 16:41, 16:42, 16:44, 16:45, 16:47, 16:48, 16:51 to 16:53, 16:61, 16:62, 17:2, 17:3, 17:23, 17:25 to 17:28, 17:54 to 17:61, 17:63, 17:65 to 17:69, 17:71, 17:74, 17:76 to 17:85, 18:1, 18:5, 18:11, 18:12, 18:14, 18:24, 19:1 to 19:4, 19:11 to 19:16, 19:21 to 19:23, 19:31 to 19:34, 20:1 to 20:7, 20:61, 21:3, 21:23, 21:24, 21:56 to 21:58, 21:60, 21:62, 21:64, 21:66 to 21:68, 21:73, 21:75 to 21:84

Reasonable accommodation, 4:52, 4:53, 4:61, 5:55, 5:57, 5:60, 5:65, 5:80, 5:84, 6:16, 8:61, 9:2, 9:55, 9:57, 9:60, 9:65, 9:79, 9:84, 17:57, 17:65, 17:72, 17:84, 21:56, 21:64, 21:71, 21:75, 21:83

Rehabilitation Act, 5:2, 5:23, 5:24, 5:27, 5:28, 5:54 to 5:57, 5:64, 5:65, 5:84, 8:51, 8:52, 9:2, 9:23, 9:24, 9:27, 9:28, 9:55 to

## INDEX

### EMPLOYMENT

#### DISCRIMINATION—Cont'd

9:57, 16:51, 17:57, 17:65,  
18:16, 20:51, 21:54, 21:56

Relief, 2:1, 2:33, 3:14, 3:32, 5:59,  
5:69, 5:71, 5:78, 5:81, 5:83,  
5:84, 6:8, 6:15, 6:21 to 6:24,  
7:14, 8:7, 9:2, 9:24 to 9:28,  
9:54 to 9:63, 9:65 to 9:69, 9:71,  
9:72, 9:74 to 9:85, 11:8, 12:2,  
12:22, 12:39, 12:52, 12:56,  
14:33, 15:2, 15:4, 15:33, 15:34,  
17:2, 17:23 to 17:28, 17:54 to  
17:56, 18:2, 18:8, 18:21 to  
18:24, 20:1, 20:7, 20:11, 20:41,  
20:42, 20:52, 21:3, 21:4, 21:23  
to 21:27, 21:54 to 21:71, 21:73  
to 21:84

Religion, 2:1 to 2:3, 2:11 to 2:16,  
2:22, 2:23, 2:33, 3:1 to 3:4,  
3:11 to 3:16, 3:21 to 3:23, 3:31  
to 3:34, 4:1, 4:2, 4:4, 4:6, 4:11  
to 4:13, 4:21 to 4:23, 4:31,  
4:32, 4:34, 4:35, 4:41 to 4:43,  
4:46, 4:51, 4:61, 4:62, 5:2, 5:3,  
5:23 to 5:28, 5:54 to 5:61, 5:63,  
5:65, 5:66, 5:68, 5:77 to 5:81,  
5:83 to 5:85, 6:1, 6:2, 6:16,  
6:22, 6:24, 7:1 to 7:4, 7:11 to  
7:16, 7:21 to 7:23, 7:31 to 7:33,  
8:6, 8:11 to 8:13, 8:61, 9:2, 9:3,  
9:23 to 9:28, 9:54 to 9:57, 9:59  
to 9:61, 9:63, 9:65, 9:68, 9:76,  
9:78, 9:80, 10:11, 13:22, 13:31,  
13:34 to 13:39, 14:1 to 14:3,  
14:11, 14:13 to 14:16, 14:22,  
14:31, 14:33, 15:1 to 15:4,  
15:11 to 15:16, 15:21 to 15:23,  
15:31 to 15:34, 16:1 to 16:3,  
16:5, 16:6, 16:11 to 16:13,  
16:21 to 16:23, 16:31 to 16:36,  
16:41, 16:42, 16:44, 16:45,  
16:47, 16:48, 16:51 to 16:53,  
16:61, 16:62, 17:2, 17:23, 17:25  
to 17:28, 17:54 to 17:65, 17:67,  
17:69 to 17:71, 17:74, 17:76 to  
17:85, 18:1, 18:5, 18:11, 18:12,  
18:24, 19:1 to 19:4, 19:11 to  
19:16, 19:21 to 19:23, 19:31 to  
19:34, 20:6, 20:11 to 20:13,  
20:61, 21:23, 21:24, 21:56 to  
21:60, 21:62 to 21:64, 21:66 to

### EMPLOYMENT

#### DISCRIMINATION—Cont'd

21:68, 21:75, 21:76, 21:79 to  
21:84

Retaliation, 4:62, 5:57, 5:59, 5:68,  
5:73, 5:78, 5:80, 6:11, 8:7, 8:62,  
9:59, 9:61, 9:63, 9:66, 9:68,  
9:70, 14:33, 16:62, 17:57,  
17:65, 17:66, 17:68, 17:70,  
17:71, 17:74, 17:75, 17:77 to  
17:79, 17:81 to 17:85, 18:11,  
20:62, 21:56, 21:58, 21:60,  
21:62, 21:64 to 21:67, 21:70,  
21:73, 21:74, 21:77 to 21:84

Retirement, 3:23, 3:34, 4:1, 4:32,  
4:42 to 4:45, 4:48, 4:49, 5:2,  
5:28, 5:54, 5:58, 5:62, 5:66,  
5:75, 5:77, 5:83 to 5:85, 6:22,  
7:23, 7:34, 8:43, 8:44, 9:24 to  
9:28, 9:54 to 9:56, 9:59 to 9:64,  
9:66 to 9:68, 9:70, 9:77, 9:80,  
10:11, 10:13, 10:53, 14:34,  
15:23, 15:34, 16:7, 16:32,  
16:36, 16:42 to 16:47, 17:28,  
17:58, 17:61 to 17:64, 17:77,  
19:23, 19:34, 20:41, 20:43 to  
20:45, 20:49, 21:57, 21:61,  
21:63, 21:66, 21:68, 21:69,  
21:76

Seniority systems, 3:14, 4:42, 4:44,  
4:49, 5:26, 5:27, 5:58, 5:85,  
6:22, 7:14, 8:12, 14:12, 15:14,  
16:7, 16:49, 17:58, 17:61,  
17:63, 21:56, 21:64, 21:66

Sex, 2:1 to 2:3, 2:11 to 2:17, 2:22,  
2:23, 2:33, 3:1 to 3:4, 3:11 to  
3:16, 3:21 to 3:23, 3:31 to 3:34,  
4:1 to 4:4, 4:6, 4:11, 4:12, 4:21  
to 4:23, 4:31 to 4:36, 4:41 to  
4:43, 4:46, 4:51, 4:61, 4:62,  
5:2, 5:3, 5:23 to 5:28, 5:54 to  
5:61, 5:63, 5:65, 5:66, 5:77 to  
5:81, 5:85, 6:1, 6:2, 6:11, 6:14,  
6:16, 6:22, 6:24, 7:1 to 7:4,  
7:11 to 7:16, 7:21 to 7:23, 7:31  
to 7:33, 8:6, 8:7, 8:31, 8:34,  
8:36, 8:61, 9:2, 9:3, 9:23 to  
9:28, 9:53 to 9:59, 9:61, 9:63,  
9:65 to 9:67, 9:69, 9:79, 10:11,  
12:39, 13:37 to 13:39, 13:57,  
13:72, 14:1 to 14:4, 14:11,  
14:13 to 14:16, 14:22, 14:31,

**EMPLOYMENT**

**DISCRIMINATION—Cont'd**

14:33, 14:34, 15:1 to 15:4,  
 15:11 to 15:16, 15:21 to 15:23,  
 15:31 to 15:34, 16:1 to 16:3,  
 16:5, 16:6, 16:11, 16:13, 16:21  
 to 16:23, 16:31 to 16:36, 16:41,  
 16:42, 16:44, 16:45, 16:47,  
 16:48, 16:51 to 16:53, 16:61,  
 16:62, 17:2, 17:23, 17:25 to  
 17:28, 17:54 to 17:58, 17:60,  
 17:62, 17:63, 17:65, 17:69,  
 17:70, 17:77, 17:85, 18:1, 18:5,  
 18:11, 18:12, 18:14, 18:24, 19:1  
 to 19:4, 19:11 to 19:16, 19:21  
 to 19:23, 19:31 to 19:34, 20:6,  
 20:7, 20:31, 20:33, 20:35,  
 20:61, 21:3, 21:23, 21:53,  
 21:56, 21:57, 21:60, 21:62,  
 21:64, 21:68, 21:76

Sexual orientation, 5:66, 5:68, 5:79,  
 5:80, 9:66, 17:64, 17:66, 17:74,  
 21:65, 21:67

Statistics, 1:21, 2:2, 2:16, 3:1, 4:7,  
 4:35, 5:2, 5:23 to 5:28, 5:55,  
 5:56, 5:65, 5:83, 6:14, 7:1 to  
 7:4, 7:11, 7:13 to 7:16, 7:21 to  
 7:23, 7:31 to 7:34, 8:1 to 8:3,  
 8:7, 8:11, 8:12, 8:21, 8:31 to  
 8:33, 8:35, 8:36, 8:41 to 8:49,  
 8:51 to 8:53, 8:61, 8:62, 9:2,  
 9:3, 9:23 to 9:28, 9:54 to 9:58,  
 9:61 to 9:63, 9:65, 9:67, 9:69,  
 9:71, 9:74, 9:77 to 9:79, 9:81,  
 13:40, 13:72, 15:1, 17:23,  
 17:27, 17:58, 17:61, 17:63,  
 18:14, 19:1 to 19:4, 19:11 to  
 19:16, 19:21 to 19:23, 19:31 to  
 19:34, 20:1 to 20:7, 20:11 to  
 20:13, 20:21 to 20:23, 20:31 to  
 20:36, 20:41 to 20:49, 20:51 to  
 20:53, 20:61, 21:23, 21:53,  
 21:55 to 21:57, 21:60 to 21:62,  
 21:64 to 21:66, 21:68, 21:70,  
 21:71, 21:73, 21:75 to 21:78,  
 21:80 to 21:82

Statute of limitations, 5:59, 5:71,  
 5:83

Stereotyping, 5:75

Tangible employment action, 5:59,  
 9:59, 9:80

**EMPLOYMENT**

**DISCRIMINATION—Cont'd**

Tax, 4:13, 5:82, 6:21, 9:82, 10:51,  
 10:55, 12:26, 13:72, 17:58,  
 17:61 to 17:64, 17:70, 17:82,  
 21:57, 21:66, 21:81 to 21:83

Temporal proximity, 5:80

Torts, 1:1, 5:59

Wage discrimination, 5:61

Waiver, 1:9, 2:22, 3:2, 3:3, 3:11,  
 3:13, 3:33, 4:7, 4:12, 4:13, 4:21  
 to 4:23, 4:43, 4:48, 4:51 to  
 4:53, 5:2, 5:23 to 5:28, 5:55 to  
 5:57, 5:61 to 5:63, 5:65, 5:68,  
 5:70, 5:71, 5:75, 5:77, 8:48,  
 9:75, 9:77, 12:23, 12:24, 14:22,  
 14:23, 15:2 to 15:4, 15:11 to  
 15:13, 15:33, 16:7, 16:12,  
 16:13, 16:21 to 16:23, 16:43,  
 16:48, 17:2, 17:3, 17:24 to  
 17:28, 17:54 to 17:58, 17:60 to  
 17:68, 17:70, 17:71, 17:74,  
 17:75, 17:77 to 17:79, 17:81 to  
 17:85, 20:22, 20:48, 21:57,  
 21:61 to 21:63, 21:74, 21:76

**EMPLOYMENT PRACTICES**

Business necessity, 2:11, 5:28, 5:71,  
 5:78, 5:80, 5:81, 5:83, 5:85,  
 9:60

Commerce, 5:58, 5:65, 5:81, 5:84

Compensatory damages, 5:81, 5:83

Exceptions, 5:2, 5:58, 5:73, 5:85

Federal employment, 5:69, 5:81

First Amendment, 9:60

Former employees, 5:58, 5:78, 5:81,  
 16:62

Fringe benefits, 5:28, 5:58, 5:65,  
 5:80, 5:83 to 5:85, 17:58

Intentional discrimination, 5:78,  
 5:80, 5:81, 5:83

Interest, 5:23 to 5:28, 5:54 to 5:56,  
 5:81, 5:83 to 5:85, 9:60, 10:11

Number of employees, 2:11, 4:1,  
 4:31, 5:2, 5:23 to 5:28, 5:54 to  
 5:56, 5:58, 5:65, 5:66, 5:69,  
 5:71 to 5:73, 5:76, 5:78, 5:80,  
 5:81, 5:84, 9:73, 17:58, 17:72,  
 17:73

Parent corporation, 5:69

## INDEX

### EMPLOYMENT PRACTICES

#### —Cont'd

Person, 2:11, 2:17, 4:1, 4:31, 5:2, 5:23 to 5:28, 5:54 to 5:56, 5:58, 5:65, 5:66, 5:69, 5:71 to 5:73, 5:76, 5:78, 5:80, 5:81, 5:83 to 5:85, 9:60, 9:73, 10:11, 10:14, 15:21, 16:6, 16:45, 16:53, 16:61, 16:62, 17:58, 17:72 to 21:72

Remedies, 5:55, 5:58, 5:76, 5:78, 5:81, 5:83, 5:84

Retirement plans, 17:58

Supervisors, 5:28, 5:58, 5:66, 5:69, 5:72, 5:73, 5:76, 5:78, 5:80, 5:81, 5:83 to 5:85, 9:60, 16:45, 17:58, 17:73, 21:72

Third parties, 5:83 to 5:85, 17:58, 17:73, 21:72

Whole, 5:24, 5:58, 5:81, 5:83, 13:41, 15:14, 16:62, 17:58

### EMPLOYMENT RELATIONSHIP

Retaliation, 5:80

### ENFORCEMENT

Arbitration, 17:71, 17:74, 17:78, 17:79, 17:81

Cause of action, 5:59, 5:77, 5:81

Statute of limitations, 5:59, 5:71

### EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Admissibility, 5:81, 5:82

Adverse employment action, 5:80, 5:81, 5:83 to 9:85

Adverse impact, 5:82, 5:85

Americans with Disabilities Act, 5:55, 5:57, 5:59, 5:65, 5:79, 5:80, 5:83, 5:84, 6:16, 9:57, 9:65, 18:16, 21:56, 21:64

Annual reports, 10:11

Appeals, 5:81

Burdensome, 5:57, 5:80

Causation, 5:60, 5:83, 5:84

Charges of discrimination, 3:2, 3:13, 5:65

Class actions, 5:83

Commencement, 9:57, 21:56, 21:64

### EQUAL EMPLOYMENT OPPORTUNITY

#### COMMISSION—Cont'd

Complaints, 2:13, 4:6, 4:7, 5:23 to 5:28, 5:54 to 5:61, 5:63, 5:65, 5:66, 5:68, 5:75, 5:80, 5:81, 5:83, 5:84, 9:57, 9:58, 9:65, 9:66, 10:11, 10:51, 16:36, 16:41, 17:23, 17:58, 17:63, 17:78, 21:56, 21:64

Conciliation, 2:12, 3:13, 4:6, 4:7, 4:35, 5:23 to 5:28, 5:54, 5:56, 5:59, 5:61, 5:63, 5:66, 5:77, 5:84, 6:16, 16:35, 16:36, 16:41, 17:58, 17:63, 18:16

Confidentiality, 17:63

Coverage, 5:55, 5:57, 5:58, 5:65, 5:75, 5:80, 5:82, 9:66, 10:11, 16:36, 17:58, 17:63, 21:66

Disability discrimination, 5:65, 5:80, 5:84, 9:65, 10:11, 21:64

Discovery, 2:17, 5:58, 5:61, 5:81, 5:83, 5:84, 17:58

District, 5:59, 5:81, 5:83, 5:84

Employers, 3:13, 4:35, 5:2, 5:23, 5:54, 5:58 to 5:60, 5:65, 5:66, 5:68, 5:75, 5:77 to 5:82, 5:84, 5:85, 6:16, 9:57, 9:65, 17:63, 21:56, 21:64, 21:66

Employment agencies, 5:23 to 5:26, 5:54 to 5:56, 5:58, 5:65, 5:66, 5:77, 6:16, 15:1, 17:23, 17:58

Equal Pay Act, 5:23 to 5:28, 5:54, 5:56, 6:16, 18:16, 21:66

Evidence, 2:12, 3:3, 5:28, 5:57 to 5:61, 5:63, 5:66, 5:68, 5:75, 5:77, 5:78, 5:80 to 5:85, 7:3, 9:57, 9:65, 10:11, 17:58, 17:63, 17:78, 21:56, 21:64

Exemptions, 5:60

Investigation, 2:12, 3:1 to 5:2, 5:23 to 5:28, 5:54 to 5:56, 5:58 to 5:61, 5:63, 5:65, 5:66, 5:68, 5:75, 5:77 to 5:85, 6:16, 9:57, 9:58, 9:65, 9:66, 9:77, 9:84, 9:85, 15:1, 15:2, 16:36, 17:23, 17:58, 17:63, 17:78, 18:16, 21:56, 21:64, 21:66

Jurisdiction, 5:59, 5:65, 5:81, 5:83, 5:84

**EQUAL EMPLOYMENT**

**OPPORTUNITY**

**COMMISSION—Cont'd**

Medical examinations, 3:3

Objections, 5:83, 9:58

Office of Federal Contract Compliance Programs, 2:12, 4:6, 4:7, 4:35, 5:2, 5:23 to 5:28, 5:54, 5:56, 5:61, 5:63, 5:66, 10:11, 16:35, 16:36, 16:41, 17:58, 17:63

Parties, 2:12, 4:6, 5:2, 5:23 to 5:28, 5:54 to 5:56, 5:59 to 5:61, 5:63, 5:65, 5:66, 5:68, 5:75, 5:80 to 5:85, 6:16, 9:57, 9:58, 9:65, 9:66, 9:77, 15:2, 15:12, 15:13, 16:35, 16:36, 16:41, 17:58, 17:63, 17:78, 18:16, 21:56, 21:64

Reasonable accommodation, 5:55, 5:57, 5:60, 5:65, 5:80, 5:84, 6:16, 9:57, 9:65, 9:84, 21:56, 21:64

Recordkeeping requirements, 5:23

Records, 2:12, 2:17, 4:7, 5:2, 5:23 to 5:28, 5:54 to 5:61, 5:63, 5:65, 5:66, 5:68, 5:75, 5:77 to 5:85, 9:57, 9:65, 9:77, 10:11, 10:51, 15:12, 15:13, 17:23, 17:58, 17:63, 17:78, 21:56, 21:64

Remedies, 5:55, 5:57, 5:58, 5:61, 5:77 to 5:79, 5:81 to 5:84, 6:16, 9:57, 17:63, 18:16, 21:56

Retaliation, 5:57, 5:59, 5:68, 5:78, 5:80, 9:66, 17:78, 21:56, 21:64, 21:66

Settlements, 17:58

Sexual harassment, 5:54, 5:59, 5:66, 5:81, 9:66, 17:63

Strike, 5:85

Successors, 5:75, 10:11, 10:51

Time-barred, 17:63

Tolling, 5:81

Undue hardship, 5:57, 5:60, 5:65, 5:79, 5:81, 5:84, 9:57

Unions, 3:1, 5:54, 5:58, 5:60, 5:66, 6:16, 17:63

**EQUAL PAY ACT**

Class actions, 6:2

**EQUAL PAY ACT—Cont'd**

Comparable worth, 4:36

Compensation, 4:36, 5:27, 5:54, 5:67, 9:27, 17:67, 21:66

Coverage, 5:67, 21:66

Defenses, 5:23, 6:16

Differentials, 9:24, 9:27, 9:54

Evidence, 5:28, 9:23, 9:24

Experience, 3:15, 5:23 to 5:28, 5:56, 6:2, 7:15, 9:23, 9:24, 9:27, 9:54, 17:67, 21:66

Fringe benefits, 4:36, 5:28, 9:27, 21:66

Investigations, 17:67, 21:66

Parties, 3:15, 5:23 to 5:28, 5:54, 5:56, 6:16, 9:23, 9:24, 9:27, 9:54, 18:16

Prohibition, 4:31, 5:54, 9:54

Remedies, 6:16, 18:16

Retaliation, 21:66

Shift differentials, 9:24, 9:27, 9:54

Training programs, 3:15, 5:54, 7:15, 17:67

**ESSENTIAL FUNCTIONS**

Job descriptions, 5:65, 5:84, 17:84

**EVIDENCE**

Admissibility, 1:9, 5:81, 5:82, 11:2, 11:3, 12:31, 12:39, 12:52, 12:71, 12:80

Affidavits, 5:83

Affirmative action plans, 2:12, 5:28, 17:58

Burden of establishing, 5:85

Burden of Proof, 1:10, 5:59, 5:61, 5:75, 5:77, 5:80, 5:81, 5:83, 5:84, 11:7

Business necessity, 2:11, 3:4, 3:22, 3:23, 4:5, 4:11, 5:28, 5:57, 5:61, 5:63, 5:68, 5:71, 5:74, 5:75, 5:77, 5:78, 5:80 to 5:83, 5:85, 6:14, 7:3, 7:14, 7:31, 8:33, 9:24, 9:63, 11:2, 15:23, 17:57, 17:61 to 17:65, 17:74, 17:78, 17:79, 17:81, 21:57, 21:62, 21:76

Class actions, 5:83

Compromise, 5:83, 12:52

## INDEX

### EVIDENCE—Cont'd

Cross-examination, 11:2, 12:3, 12:4, 12:7, 12:12, 12:39, 12:51, 12:52, 12:56, 12:59, 12:60, 12:62, 12:63, 12:80, 12:81

Damages, 5:57 to 5:61, 5:63, 5:66, 5:74, 5:76, 5:77, 5:80, 5:81, 5:83 to 5:85, 8:7, 9:23, 9:24, 9:57, 9:61, 9:63, 9:65, 9:83, 10:1, 11:4, 12:2, 12:12, 12:26, 12:39, 12:52, 12:62, 12:73, 12:80, 17:27, 17:54, 17:56 to 17:58, 17:61, 17:63 to 17:66, 17:68, 17:77, 17:81, 21:56, 21:57, 21:60, 21:62, 21:64, 21:76

Defenses, 1:9, 5:74, 5:77, 5:80, 5:81, 5:83 to 5:85, 10:11, 11:4, 12:12, 12:73, 12:80, 17:27, 17:54, 17:56, 17:57, 17:61 to 17:65, 17:68, 17:83

Demonstrative evidence, 11:3, 12:26, 13:24

Direct evidence, 5:61, 5:83, 5:84

Disciplinary proceedings, 17:58, 17:61 to 17:63

Discovery, 1:1, 1:2, 1:5, 1:6, 1:9, 1:10, 1:12, 5:58, 5:61, 5:72, 5:76, 5:81, 5:83, 5:84, 9:61, 9:63, 10:1, 10:6, 11:2 to 11:4, 12:1, 12:2, 12:4, 12:7, 12:12, 12:25, 12:31, 12:32, 12:39, 12:43, 12:51, 12:52, 12:59, 12:60, 12:62, 12:72 to 12:74, 12:80, 12:92, 17:58, 17:62, 17:64, 17:77, 21:57, 21:60, 21:62, 21:76

Disparate treatment, 2:11, 5:58, 5:61, 5:74, 5:78, 5:81, 7:31, 11:2, 17:68, 17:81

Disparate treatment and disparate impact, 2:11

Documentary evidence, 1:5, 10:6, 11:4, 17:58

Education, 5:63, 5:66, 5:81 to 5:85, 8:7, 9:57, 9:63, 9:65, 12:4, 12:52, 12:60, 12:62, 13:72, 15:23, 17:61 to 17:64, 17:66, 17:68, 21:56, 21:57, 21:60, 21:62, 21:64

EEOC findings, 2:12, 5:66

### EVIDENCE—Cont'd

Employment agency, 4:11, 4:42, 5:57, 5:58, 5:63, 5:64, 5:66, 5:69, 5:71, 5:74, 5:82, 5:84, 9:23, 9:57, 9:65, 17:54, 17:56 to 17:58, 17:61 to 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81, 17:83, 21:56, 21:57, 21:64, 21:76

Employment history, 2:12, 2:14, 3:3, 3:4, 3:21, 3:22, 3:31, 4:11, 4:42, 4:43, 5:28, 5:57 to 5:61, 5:63, 5:66, 5:68, 5:77, 5:78, 5:80, 5:81, 9:57, 9:61, 9:63, 9:65, 15:3, 15:23, 16:33, 16:43, 17:54, 17:56 to 17:58, 17:61 to 17:66, 17:68, 17:71, 17:74, 17:77 to 17:79, 17:81, 17:83, 20:45, 20:47, 21:56, 21:57, 21:64, 21:76

Executive Order 11246, 17:57, 17:61, 17:63, 17:65

Exhibits, 3:3, 5:78, 5:80, 5:81, 10:6, 11:2, 11:3, 12:1, 12:3, 12:4, 12:7, 12:26, 12:39, 12:51, 12:71, 12:80, 13:24

Expert testimony, 3:21, 5:84, 11:2, 12:51, 12:52, 12:59, 12:62, 12:63, 12:80

Expert witnesses, 5:28, 5:83, 8:7, 9:24, 9:57, 9:61, 9:63, 9:65, 12:51, 17:27, 17:54, 17:56, 17:58, 17:61 to 17:64, 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81, 17:83, 21:56, 21:60, 21:62, 21:64, 21:76

Hearsay rule, 1:12, 12:51

Judicial notice, 12:60, 13:72

Legitimate, 2:11, 3:23, 3:31, 5:57 to 5:59, 5:63, 5:64, 5:68, 5:71, 5:75, 5:77, 5:78, 5:80, 5:81, 5:83 to 5:85, 7:31, 9:63, 17:57, 17:65

Mixed motive cases, 5:81

Objections, 1:2, 1:6, 1:9, 1:10, 5:83, 11:4, 11:8, 12:31, 12:43, 12:52, 12:63, 12:74, 12:80, 12:83

Personal knowledge, 5:83, 12:39, 12:59, 12:60, 12:72, 17:62, 17:64

**EVIDENCE—Cont'd**

Plaintiff, 1:5, 1:6, 1:9, 2:11, 2:12, 2:14, 3:3, 3:4, 3:21 to 3:23, 3:31, 4:5, 4:11, 4:42, 4:43, 4:47, 5:28, 5:57 to 5:61, 5:63, 5:64, 5:66, 5:68, 5:69, 5:71, 5:72, 5:74 to 5:78, 5:80 to 5:85, 6:14, 7:3, 7:14, 7:31, 8:7, 8:33, 9:23, 9:24, 9:57, 9:61, 9:63, 9:65, 9:83, 10:1, 10:6, 10:11, 11:2, 11:4, 11:7, 11:8, 12:2, 12:3, 12:26, 12:39, 12:52, 12:71, 12:92, 13:71, 15:3, 15:23, 16:33, 16:43, 17:27, 17:54, 17:56 to 17:58, 17:61 to 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81, 17:83, 18:14, 20:33, 20:45, 20:47, 21:56, 21:57, 21:60, 21:62, 21:64, 21:76

Pretext, 2:12, 3:31, 4:47, 5:78, 5:80, 5:81, 5:83, 7:31, 9:63, 9:83, 21:57, 21:76

Prima facie case, 2:11, 3:3, 3:31, 4:11, 5:58 to 5:60, 5:68, 5:69, 5:71, 5:74, 5:77, 5:78, 5:80, 5:81, 5:83 to 5:85, 6:14, 7:3, 7:31, 12:39

Prior inconsistent statements, 1:12, 12:52, 12:63

Privileges, 5:58, 5:71, 5:77, 5:78, 5:80, 5:81, 5:84, 7:14, 12:71

Qualifications of plaintiff, 5:74, 17:61, 17:63, 17:71, 17:74, 17:78, 17:79, 17:81

Remarks, 5:58, 5:59, 5:61, 5:63, 5:66, 5:68, 5:80, 12:52, 17:64, 17:83

Retaliation, 5:57, 5:59, 5:68, 5:78, 5:80, 8:7, 9:61, 9:63, 17:57, 17:65, 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81, 17:83, 21:56, 21:60, 21:62, 21:64

Sanctions, 3:31, 10:1, 11:4, 12:43, 12:72, 12:80, 17:58, 17:61 to 17:64, 17:77

Sexual acts, 17:66

Similarly situated employees, 5:76

**EVIDENCE—Cont'd**

State law, 5:57, 5:59, 5:71, 5:76, 5:81, 5:84, 17:57, 17:65, 17:71, 17:75

Statistical evidence, 3:21, 4:5, 4:42, 5:58, 5:74, 5:83, 9:57, 9:65, 9:83, 17:27, 17:54, 17:56, 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81, 17:83

Stereotyping, 5:75

Summary judgment, 1:1, 1:12, 5:84, 10:6, 11:2 to 11:4, 11:7, 12:1, 12:3, 12:4, 12:78, 12:80

Time period relevant, 5:64

Title VII, 3:23, 5:28, 5:57 to 5:61, 5:63, 5:66, 5:69, 5:74, 5:78, 5:80 to 5:85, 7:14, 9:23, 9:24, 9:61, 9:63, 17:81, 17:83

Weight, 1:12, 3:3, 3:4, 3:31, 4:11, 4:42, 5:57, 5:58, 5:61, 5:63, 5:64, 5:66, 5:68, 5:69, 5:72, 5:74, 5:77, 5:78, 5:80, 5:81, 7:3, 9:23, 9:24, 9:57, 9:63, 9:65, 15:3, 16:43, 17:27, 17:54, 17:56 to 17:58, 17:61 to 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81, 17:83, 21:56, 21:57, 21:60, 21:62, 21:64

Witnesses, 1:1, 1:6, 1:9, 5:28, 5:58, 5:60, 5:61, 5:63, 5:72, 5:76 to 5:78, 5:81 to 5:84, 8:7, 9:24, 9:57, 9:61, 9:63, 9:65, 10:1, 10:6, 10:11, 11:2, 11:3, 12:1 to 12:4, 12:7, 12:12, 12:26, 12:39, 12:51, 12:52, 12:59, 12:62, 12:63, 12:72, 12:73, 12:80, 12:92, 17:27, 17:54, 17:56, 17:58, 17:61 to 17:64, 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81, 17:83, 20:33, 20:45, 20:47, 21:56, 21:57, 21:60, 21:62, 21:64, 21:76

Work history, 5:64, 5:69, 5:74, 5:77, 5:78, 5:81, 9:83, 17:71, 17:74, 17:78, 17:79, 17:81, 21:60, 21:62

**EXAMINATION**

Federal employment, 5:57

## INDEX

### EXECUTIVE ORDER 11246

Appearance, 17:57, 17:61, 17:63, 17:65  
Complaints, 17:23, 17:57, 17:61, 17:63, 17:65  
Conciliation, 6:16, 17:61, 17:63, 18:16  
Counsel, 3:1, 3:2, 6:16, 9:56, 18:16  
Depositions, 15:1 to 16:2, 16:31, 17:23, 17:57, 17:61, 17:63, 17:65, 18:16  
Employment agencies, 6:16, 15:1, 17:23  
Evidence, 17:57, 17:61, 17:63, 17:65  
Fringe benefits, 17:57, 17:61, 17:63, 17:65  
Hiring, 3:1, 3:2, 9:56, 15:2, 16:2, 16:31, 17:23, 17:57, 17:61, 17:63, 17:65  
Interrogatories, 3:1, 3:2, 6:16, 9:56  
Investigations, 17:61, 17:63  
Notice, 3:1, 6:16, 15:1, 17:23, 17:61, 17:63, 18:16  
Parties, 6:16, 9:56, 15:2, 17:57, 17:61, 17:63, 17:65, 18:16  
Place, 3:1, 3:2, 9:56, 15:2, 16:2, 16:31, 17:57, 17:61, 17:63, 17:65, 18:16  
Rehabilitation Act, 9:56, 17:57, 17:65, 18:16  
Reinstatement, 17:61, 17:63  
Witnesses, 17:23, 17:61, 17:63

### EXECUTIVES

Records and reports, 5:62, 5:70, 5:77

### EXPECTATION

Unions, 21:57

### EXPERT

Costs, 5:60, 5:64, 5:77, 5:81, 5:83, 5:84, 6:22 to 6:24, 8:7, 9:2, 9:23, 9:24, 9:27, 9:28, 9:54 to 9:61, 9:63, 9:65 to 9:67, 9:71, 9:74, 9:75, 9:77 to 9:85, 11:3, 11:5, 12:1, 12:80, 13:71, 17:60, 17:61, 17:63, 17:77, 18:22 to 18:24, 20:7, 21:60, 21:62, 21:71, 21:75, 21:78, 21:80 to 21:84

### EXPERT—Cont'd

Discovery, 1:8, 1:9, 1:11, 2:32, 5:58, 5:61, 5:67, 5:72, 5:73, 5:76, 5:81, 5:83, 5:84, 6:13, 9:59, 9:61, 9:63, 9:80, 10:1, 11:2, 11:3, 12:1, 12:2, 12:7, 12:39, 12:43, 12:51, 12:52, 12:57 to 12:60, 12:62, 12:65, 12:74, 12:80, 13:51, 17:58, 17:62, 17:64, 17:70, 17:77, 21:60, 21:62, 21:76  
Fair Labor Standards Act, 17:67  
Selection, 1:9, 4:33, 5:24, 5:59, 5:61, 5:63, 5:65, 5:71, 5:77, 5:80, 5:82, 5:85, 6:22, 9:24, 9:57, 9:65, 9:69, 9:77, 13:31 to 13:36, 13:41, 14:32, 16:7, 17:24, 17:58, 17:61, 17:63, 17:77 to 17:79, 17:81, 18:13, 18:22, 18:23, 20:7, 21:24, 21:56, 21:60, 21:62, 21:64  
Witness, 1:9, 1:11, 2:32, 4:7, 5:2, 5:3, 5:23 to 5:28, 5:55, 5:56, 5:58 to 5:61, 5:63 to 5:66, 5:68, 5:71 to 5:85, 6:13, 6:22 to 6:24, 8:7, 9:2, 9:23 to 9:28, 9:54 to 9:85, 11:3, 12:1, 12:2, 12:7, 12:26, 12:39, 12:43, 12:51 to 12:58, 12:60, 12:61, 12:63, 12:74, 13:2, 13:8, 13:11, 13:13, 13:17, 13:21 to 13:23, 13:25 to 13:28, 13:51, 13:52, 13:55, 14:23, 14:32, 16:7, 17:3, 17:58, 17:59, 17:61 to 17:64, 17:66 to 17:68, 17:70, 17:71, 17:73 to 17:85, 18:13, 18:22 to 18:24, 20:1, 20:7, 21:56, 21:58, 21:60 to 21:67, 21:69 to 21:84

### EXPLANATIONS

Unions, 9:60, 21:57

### EXTENT

Federal employment, 5:81  
Unions, 5:60, 9:60, 16:7, 17:62, 17:64, 17:69, 17:70, 21:57

### FACIAL HAIR

Appearance and grooming, 4:61

### FACTORS

Federal employment, 5:57, 5:69, 5:81

**FAIR DEALING**

At-will employment, **9:70, 17:68**

**FAIR LABOR STANDARDS ACT**

Assignments, **17:67**  
Back wages, **17:67**  
Commerce, **17:67**  
Complaints, **17:67**  
Damages, **17:67**  
Date, **17:67**  
Department of Labor, **17:67**  
Depositions, **17:67**  
Discrimination, **17:67**  
Emotional distress, **17:67**  
Employee, **17:67**  
Employer, **17:67**  
Enterprise, **17:67**  
Gender, **17:67**  
Goods, **17:67**  
Knowledge, **17:67**  
Minimum wage, **17:67**  
Overtime, **17:67**  
Recordkeeping, **17:67**  
Reports, **17:67**  
Trial, **17:67**

**FAIR REPRESENTATION**

Hiring hall, **2:2, 5:2**  
Procedure, **2:2, 5:2**

**FEDERAL EMPLOYMENT**

Accommodations, **5:57**  
Agencies, **5:69, 5:81, 8:51**  
Allowances, **5:57**  
Applicability, **5:81**  
Availability, **5:81**  
Awards, **5:81**  
Charges, **5:57, 5:81**  
Coercion, **5:57**  
Collective bargaining, **5:57**  
Complaints, **5:57, 5:69, 5:81**  
Compliance, **5:57, 5:81**  
Contents, **5:57, 5:69, 5:81**  
Costs, **5:81**  
Courts, **5:69, 5:81**  
Date, **5:57, 5:69, 5:81, 8:51**  
Decisions, **5:69, 5:81**  
Discovery, **5:81**

**FEDERAL EMPLOYMENT**

—Cont'd

Discrimination, **5:57, 5:69, 5:81, 8:51**  
Duties, **5:57, 5:69, 5:81**  
Eligibility, **5:69, 5:81**  
Enforcement, **5:57, 5:81**  
Equal Employment Opportunity Commission, **5:57, 5:81**  
Evidence, **5:57, 5:69, 5:81**  
Exceptions, **5:57**  
Factors, **5:57, 5:69, 5:81**  
Fees, **5:81**  
Filing, **5:69, 5:81**  
Grievances, **5:81**  
Guidance, **5:81**  
Inquiries, **5:57**  
Issues, **5:81**  
Jurisdiction, **5:81**  
Meetings, **5:57**  
Members, **5:81**  
Nature, **5:57, 5:69, 5:81**  
Notice, **5:57, 5:69, 5:81**  
Number of employees, **5:57, 5:69, 5:81**  
Officials, **5:81, 8:51**  
Orders, **5:81**  
Parties, **5:81**  
Private parties, **5:81**  
Prohibition, **5:81**  
Proof, **5:81, 8:51**  
Protection, **5:57, 5:69**  
Record, **5:57, 5:69, 5:81**  
Regulation, **5:81**  
Regulations, **5:69**  
Remedies, **5:57, 5:81**  
Representatives, **5:81**  
Requests, **5:57**  
Responsibilities, **5:57, 5:69, 5:81**  
Retaliation, **5:57**  
Review, **5:57, 5:69, 5:81, 8:51**  
Rights, **5:69, 5:81**  
Rules, **5:69, 5:81**  
Scope, **5:81**  
Selection, **5:57**  
Standards, **5:57, 5:81**  
Statements, **5:69**  
Supervisors, **5:69, 5:81**

## INDEX

### FEDERAL EMPLOYMENT

#### —Cont'd

- Unions, **8:51**
- Violations, **5:81**

### FEDERAL QUESTION

- Jurisdiction, **5:65, 5:81, 5:84**

### FEDERAL STATUTES

- Parties, **5:72**

### FEES

- Collective bargaining agreements, **16:13, 17:77**

### FIGHTING

- Discipline, **17:60 to 17:63, 17:70, 21:60, 21:62, 21:69**
- Termination of employment, **17:60**

### FILING

- National Labor Relations Act, **5:2**

### FILLING VACANCIES

- Collective bargaining agreements, **17:62, 17:69**

### FIRST AMENDMENT

- Employment practices, **9:60**

### FORMER EMPLOYEES

- Employment practices, **5:58, 5:78, 5:81, 16:62**
- Retaliation, **4:62, 5:78, 16:62**

### FORMS

- Unions, **5:58, 5:60, 5:74, 9:60, 17:61, 17:63, 17:67, 17:69, 21:3**

### FRINGE BENEFITS

- Age Discrimination in Employment Act, **5:28, 5:58, 5:83, 5:84, 8:49, 9:27, 9:28, 9:58, 9:69, 20:49, 21:57, 21:68**
- Americans with Disabilities Act, **5:57, 5:65, 5:80, 5:83, 5:84, 17:57, 17:65, 21:56, 21:64**
- Death benefits, **3:23, 5:28, 15:23**
- Dependents, **5:57, 5:80, 17:57, 17:65, 21:56, 21:64, 21:66**
- Employment practices, **5:28, 5:58, 5:65, 5:80, 5:83 to 5:85, 17:58**
- Equal Pay Act, **4:36, 5:28, 9:27, 21:66**

### FRINGE BENEFITS—Cont'd

- Executive Order 11246, **17:57, 17:61, 17:63, 17:65**
- Rehabilitation Act, **5:28, 5:57, 5:65, 5:84, 9:27, 9:28, 17:57, 17:65, 21:56**
- Spouses, **3:23, 5:28, 5:57, 5:85, 7:23, 9:28, 15:23, 19:23**
- Title VII, **3:23, 5:28, 5:57, 5:58, 5:61, 5:63, 5:65, 5:80, 5:83 to 5:85, 7:23, 9:27, 9:28, 9:76, 21:78, 21:82 to 21:84**
- Tuition assistance, **17:61, 17:63**
- Uniform cleaning allowances, **9:27, 9:28**

### FRONT PAY

- Backpay, **21:78, 21:80, 21:81**
- Compensatory damages, **5:81, 5:83, 9:69, 18:22, 21:59, 21:61, 21:63, 21:68, 21:69, 21:76**
- Discipline, **5:81, 17:61, 17:63, 18:22, 21:56, 21:61, 21:63, 21:64, 21:69, 21:76**
- Liquidated damages, **9:69, 21:68**
- Reinstatement, **5:81, 5:83, 5:84, 17:61, 17:63, 18:22, 21:56, 21:59, 21:61, 21:63, 21:64, 21:68, 21:69, 21:76**

### GARNISHMENT

- At-will employment, **17:60, 17:62, 17:64, 17:70, 21:69**
- Discipline, **17:60 to 17:63, 17:70, 18:11, 21:69**
- Earnings, **9:24, 17:62, 21:57, 21:69**
- Student loans, **21:57**
- Termination of employment, **17:60**

### GENDER DISCRIMINATION

- Affirmative Action, **4:35, 16:31, 16:35, 16:36**
- Appearance, **5:78, 16:34**
- Business necessity, **4:33, 5:78, 8:32 to 20:32**
- Discharge, **4:31, 4:32, 5:78, 16:32, 16:34, 16:36**
- Equal Pay Act, **4:31, 4:36**
- Evidence, **5:78, 8:33, 16:33, 20:33**
- Fetal protection policies, **4:33, 8:33, 8:36, 20:33**

**GENDER DISCRIMINATION**

—Cont'd

Grooming, 5:78, 16:34  
 Harassment, 4:34, 8:34, 16:34, 20:34  
 Marital status, 4:32, 16:31, 16:32, 16:36  
 Maternity leave, 4:32, 8:32, 16:32  
 Pregnancy, 4:32, 8:32, 16:31 to 20:32  
 Pregnancy Discrimination Act, 4:32  
 Remedies, 5:78  
 Retaliation, 5:78  
 Sexually provocative, 5:78

**GEORGIA**

Compensation, 5:66  
 Conditions of employment, 5:66  
 Employment practices, 5:66  
 Health, 5:66  
 Marital status, 5:66  
 Notice, 5:66  
 Overtime pay, 5:66  
 Records, 5:66  
 Terms, 5:66

**GOOD CAUSE**

Discipline, 5:70, 5:77, 9:64, 9:70, 17:70

**GOOD FAITH**

Affirmative action plans, 2:12  
 At-will employment, 5:68, 9:70, 17:68  
 Backpay, 21:80  
 Costs of litigation, 5:84  
 Retaliation, 5:68, 9:70, 17:68, 17:81, 17:84, 21:80

**GOVERNMENT CONTRACTORS**

Americans with Disabilities Act, 9:55  
 Rehabilitation Act, 9:55  
 Training, 4:35, 8:35

**GRAPHS**

Statistics, 9:69, 9:74, 9:77 to 9:79, 9:81

**GRIEVANCE PROCEDURES**

Harassment, 4:62, 5:59, 5:60, 5:68, 8:34, 9:59 to 9:61, 9:63, 9:66, 9:68, 16:62, 21:58

**GRIEVANCE PROCEDURES**

—Cont'd

Jurisdiction, 5:59, 5:84, 9:81  
 Overtime pay, 5:68, 9:24 to 9:28, 9:54 to 9:56, 9:59 to 9:64, 9:66 to 9:68, 9:80  
 Terms, 3:16, 5:59, 5:60, 5:68, 5:84, 9:2, 9:23, 9:24, 9:54, 9:55, 9:59, 9:60, 9:64, 9:66, 9:68, 9:79 to 9:81  
 Title VII, 3:16, 4:62, 5:59, 5:60, 5:84, 9:2, 9:23 to 9:28, 9:54 to 9:56, 9:60, 9:61, 9:63, 9:81

**GRIEVANCES**

National Labor Relations Act, 2:2, 5:2

**GUIDANCE**

Federal employment, 5:81

**HEALTH CARE**

Industry, 17:58, 21:57  
 Unions, 17:61 to 17:64, 17:70, 21:57

**HEARINGS**

Class actions, 5:83  
 Collective bargaining agreements, 15:31, 17:58, 17:77

**HIRING**

Advertising, 3:1, 5:57, 5:58, 5:60, 5:71, 5:72, 5:77, 5:80, 5:84, 6:22, 8:1, 16:31, 16:42, 16:52, 17:57, 17:58, 17:60 to 17:65, 17:70, 17:77, 18:22, 20:2, 21:60, 21:62  
 Affirmative action, 2:12, 3:1, 3:2, 4:6, 4:35, 4:51, 5:2, 5:23 to 5:26, 5:54 to 5:57, 5:60, 5:61, 5:63, 5:65, 5:66, 5:71, 5:74, 5:75, 5:80, 5:83, 6:5, 6:7, 6:23, 7:12, 8:6, 9:55 to 9:57, 9:61, 9:65, 10:11, 14:12, 15:2, 15:12, 15:13, 16:1, 16:2, 16:4, 16:6, 16:7, 16:31, 16:35, 16:36, 16:41, 16:51, 17:2, 17:23 to 17:26, 17:54 to 17:61, 17:63, 17:65 to 17:68, 17:71, 17:75, 17:80, 18:7, 18:11, 18:23, 20:6, 21:56, 21:64  
 Age discrimination, 4:41, 4:42, 5:2, 5:23 to 5:26, 5:56, 5:58, 5:62,

## INDEX

### HIRING—Cont'd

5:71, 5:75, 5:77, 5:83, 5:84,  
8:41 to 8:43, 9:23, 9:24, 9:56,  
9:69, 9:71, 9:77, 16:41 to  
16:43, 16:45 to 16:47, 17:58,  
17:62, 17:71, 17:75, 17:77,  
20:41, 20:42, 21:57, 21:70,  
21:76

Agencies, 2:3, 4:31, 4:42, 4:51, 4:62,  
5:23 to 5:26, 5:54 to 5:56, 5:58,  
5:59, 5:62, 5:64 to 5:66, 5:71,  
5:74, 5:77, 5:81, 5:84, 9:54,  
9:57, 10:13, 16:42, 17:23,  
17:58, 17:60 to 17:64, 17:67,  
20:41, 20:42, 20:52, 21:56,  
21:57, 21:70, 21:73, 21:76 to  
21:78

Aliens, 18:11

Apprenticeship programs, 5:57, 5:61,  
5:63, 5:68, 5:85, 14:2, 17:57,  
17:65

Assignment discrimination, 20:42,  
20:52, 21:57

Business necessity, 3:1, 3:2, 4:11,  
4:22, 4:33, 5:57, 5:61, 5:63,  
5:68, 5:71, 5:74, 5:75, 5:77 to  
5:83, 5:85, 7:2, 7:16, 8:1, 8:32,  
8:42, 8:52, 9:24, 9:54, 9:55,  
9:67, 9:69, 9:71, 9:74, 9:77,  
9:85, 15:11, 16:7, 16:22, 17:2,  
17:57, 17:61 to 17:65, 17:70,  
17:74, 17:78, 17:79, 17:81,  
17:82, 17:85, 19:2, 20:21,  
21:24, 21:57, 21:62, 21:69,  
21:76, 21:84

Damage awards, 5:81

Defenses, 5:23, 5:74, 5:77, 5:80,  
5:81, 5:83 to 5:85, 10:11, 15:2,  
15:4, 16:7, 16:51, 17:2, 17:23  
to 17:26, 17:54 to 17:57, 17:59  
to 17:65, 17:68, 17:70, 17:80,  
17:83 to 17:85

Employment agencies, 4:31, 4:42,  
4:51, 4:62, 5:23 to 5:26, 5:54 to  
5:56, 5:58, 5:62, 5:64 to 5:66,  
5:71, 5:74, 5:77, 9:54, 16:42,  
17:23, 17:58, 17:62, 17:64,  
20:41, 20:42, 20:52, 21:57,  
21:70, 21:73, 21:76 to 21:78

Employment agency, 2:3, 3:1, 4:2,  
4:11, 4:42, 5:23, 5:24, 5:26,

### HIRING—Cont'd

5:54 to 5:58, 5:62 to 5:66, 5:71,  
5:74, 5:82, 5:84, 6:5, 7:1, 9:23,  
9:54, 9:55, 9:57, 9:65, 9:66,  
16:2, 16:5, 16:7, 16:11, 16:31,  
16:42, 16:52, 17:23, 17:54,  
17:56 to 17:59, 17:61 to 17:66,  
17:68, 17:71, 17:74, 17:75,  
17:77 to 17:85, 18:5, 18:11,  
19:1, 20:42, 20:52, 20:53,  
21:23, 21:56, 21:57, 21:64,  
21:70, 21:73, 21:76 to 21:78,  
21:80

Evidence, 2:12, 3:3, 4:11, 4:42, 5:57  
to 5:61, 5:63, 5:64, 5:66, 5:68,  
5:71, 5:72, 5:74 to 5:78, 5:80 to  
5:85, 9:23, 9:24, 9:57, 9:61,  
9:65, 10:11, 12:39, 16:33,  
16:43, 17:54, 17:56 to 17:58,  
17:61 to 17:66, 17:68, 17:71,  
17:74, 17:75, 17:77 to 17:79,  
17:81, 17:83, 21:56, 21:57,  
21:60, 21:62, 21:64, 21:76

Executive Order 11246, 3:1, 3:2,  
9:56, 15:2, 16:2, 16:31, 17:23,  
17:57, 17:61, 17:63, 17:65

Experience requirements, 5:72, 7:2,  
9:24, 9:54, 9:55, 9:67, 9:71,  
9:74

Geographic scope of statistics, 9:57,  
9:65, 21:56, 21:64

Impairments, 5:79, 5:84, 17:57,  
17:58, 17:65, 17:79, 17:81,  
17:82

Initial assignment, 15:13

Insurance, 4:32, 4:42, 5:57 to 5:59,  
5:64, 5:65, 5:71, 5:72, 5:75 to  
5:85, 6:22, 9:24, 9:54 to 9:56,  
9:61, 9:66, 9:67, 9:82, 9:85,  
10:11, 16:7, 16:36, 16:41,  
17:57, 17:58, 17:60 to 17:65,  
17:70, 17:75, 17:80, 17:82,  
21:57, 21:64, 21:71, 21:76,  
21:81, 21:82, 21:84

Internet, 17:60, 17:62, 17:64

Interviews, 3:2, 3:3, 3:16, 5:24 to  
5:26, 5:55, 5:56, 5:59 to 5:61,  
5:63, 5:65, 5:66, 5:68, 5:74,  
5:77, 5:80, 5:82 to 5:85, 6:22,  
6:23, 7:2, 7:16, 9:24, 15:2,  
15:4, 15:11, 15:13, 16:7, 16:31,

**HIRING—Cont'd**

16:42, 16:52, 16:53, 17:25,  
17:26, 17:54, 17:56 to 17:58,  
17:60, 17:61, 17:63, 17:65,  
17:68, 17:71, 17:74, 17:77 to  
17:79, 17:81, 18:22, 18:23,  
19:2, 20:2, 21:60, 21:62

Medical examinations, 3:3, 17:57,  
17:65

National origin discrimination, 4:21,  
4:22, 5:63, 5:82, 5:83, 9:56,  
16:21, 16:22, 17:63, 20:21,  
21:62

Physical condition, 5:64, 8:32, 9:65,  
17:64, 21:57

Pre-employment, 5:85

Prima facie case, 2:2, 3:3, 4:11, 5:58  
to 5:60, 5:65, 5:68, 5:71, 5:74,  
5:77, 5:78, 5:80, 5:81, 5:83 to  
5:85, 12:39, 17:85, 21:84

Promotion discrimination, 9:69

Qualification standards, 17:57, 17:65

Qualifications of plaintiff, 5:74, 15:2,  
16:7, 17:61, 17:63, 17:71,  
17:74, 17:78, 17:79, 17:81

Reasonable accommodation, 4:52,  
4:53, 5:55, 5:57, 5:60, 5:65,  
5:80, 5:84, 9:55, 9:57, 9:65,  
9:79, 17:57, 17:65, 17:72,  
17:84, 21:56, 21:64, 21:71

Recruitment, 2:2, 2:15, 3:1 to 4:2,  
4:11, 4:35, 4:42, 5:2, 5:23 to  
5:26, 5:54 to 5:57, 5:60, 5:61,  
5:63, 5:65, 5:66, 5:71, 5:77,  
5:80, 6:7, 6:22, 6:23, 7:1, 8:1,  
8:41, 9:23, 9:54, 9:55, 9:57,  
9:65, 9:67, 9:71, 9:74, 9:78,  
9:79, 9:81, 10:11, 10:12, 14:2,  
16:2, 16:5, 16:11, 16:31, 16:42,  
16:52, 17:2, 17:23 to 17:26,  
17:54 to 17:58, 17:60 to 17:68,  
17:71, 17:74, 17:77 to 17:79,  
18:7, 18:11, 18:22, 18:23, 19:1,  
20:42, 20:52, 20:53, 21:23,  
21:54, 21:56, 21:57, 21:60,  
21:62, 21:64, 21:70, 21:73,  
21:76 to 21:78, 21:80

Reinstatement, 5:58, 5:77, 5:81,  
5:83, 5:84, 6:22, 8:32, 17:61,  
17:63, 17:77, 18:22, 21:56,

**HIRING—Cont'd**

21:60, 21:62, 21:64, 21:69,  
21:71, 21:76

Remedies, 5:55, 5:57, 5:58, 5:61,  
5:76 to 5:79, 5:81 to 5:84, 6:23,  
9:55, 9:57, 9:61, 17:61 to  
17:64, 17:70, 17:84, 17:85,  
21:56

Screening criteria, 17:61, 17:63

Selecting employees, 5:71, 5:75,  
5:77, 9:67

Sex discrimination, 4:31 to 4:33,  
5:54, 5:66, 5:78 to 5:80, 9:54

Sexual orientation, 5:66, 5:68, 5:79,  
5:80, 9:66, 17:64, 17:66, 17:74

Standing, 5:83, 5:84, 21:71

Statistical evidence, 4:42, 5:58, 5:74,  
5:83, 9:57, 9:65, 17:54, 17:56,  
17:66, 17:68, 17:71, 17:74,  
17:75, 17:77 to 17:79, 17:81,  
17:83

Statistics, 2:2, 3:1, 4:35, 5:2, 5:23 to  
5:26, 5:55, 5:56, 5:65, 5:83,  
7:1, 7:2, 7:4, 7:16, 8:1, 8:2,  
8:11, 8:32, 8:35, 8:41 to 8:43,  
8:52, 8:53, 9:23, 9:24, 9:54 to  
9:57, 9:61, 9:65, 9:67, 9:69,  
9:71, 9:74, 9:77 to 9:79, 9:81,  
17:23, 17:58, 17:61, 17:63,  
19:1, 19:2, 19:4, 20:2, 20:3,  
20:5, 20:6, 20:11, 20:21, 20:41,  
20:42, 20:52, 20:53, 21:23,  
21:55 to 21:57, 21:60, 21:62,  
21:64, 21:70, 21:71, 21:73,  
21:76 to 21:78, 21:80 to 21:82

Subjective criteria, 3:16, 5:62, 5:64,  
5:74, 5:77, 7:4, 7:16, 9:69,  
15:12, 15:13, 17:62, 17:64,  
17:67, 19:4

Tenure, 5:25, 5:26, 5:55 to 5:57,  
5:59, 5:65, 5:68, 5:80, 13:32,  
13:33, 16:7, 17:54 to 17:58,  
17:61, 17:63, 17:65 to 17:68,  
17:71, 17:74, 17:77 to 17:79,  
17:81 to 17:85, 21:70, 21:73,  
21:77

Test scores, 3:3, 5:61, 5:71, 15:2,  
16:2, 16:5, 16:21, 16:22, 17:61,  
17:63, 17:71, 17:74, 17:77 to  
17:79

Testers, 17:61, 17:63

## INDEX

### HIRING—Cont'd

Testimony, 5:65, 5:77, 5:81, 5:83 to 5:85, 9:65, 12:39, 17:58, 17:59, 17:61 to 17:64, 17:66 to 17:68, 17:70, 17:71, 17:74, 17:75, 17:77 to 17:85, 20:53, 21:57, 21:60, 21:62, 21:69, 21:70, 21:73, 21:76 to 21:78, 21:80 to 21:82, 21:84

Title VII, 2:2, 2:3, 3:1, 3:16, 4:1, 4:2, 4:13, 4:21, 4:31, 4:32, 4:34, 4:35, 4:62, 5:2, 5:23 to 5:26, 5:54 to 5:61, 5:63, 5:65, 5:66, 5:74, 5:78 to 5:85, 7:1, 7:2, 7:16, 8:6, 8:11, 8:13, 8:32, 9:23, 9:24, 9:54 to 9:56, 9:61, 9:81, 17:59, 17:80 to 17:85, 20:11, 20:21, 21:78, 21:80 to 21:82, 21:84

Walk-in applications, 5:23

Word of mouth, 3:1, 5:23 to 5:26, 5:55, 5:56, 5:65, 7:1, 9:23, 9:54, 9:55, 17:23, 17:60, 18:11, 19:1, 21:23, 21:56, 21:64

### HIV

Alcohol, 17:64, 21:63

Americans with Disabilities Act, 5:64, 5:80

Analysis, 5:80

Applications, 17:64

Appraisal, 5:64, 21:63

Assessment, 21:63

Assignments, 4:53, 5:80, 21:63

Assistance, 5:64, 5:80, 17:64

At-will employment, 17:64

Attendance, 5:80, 17:64, 21:63

Attorneys, 5:80, 17:64, 21:63

Awards, 17:64, 21:63

Behavior, 5:64, 17:64

Benefits, 5:64, 5:80, 17:64

Business, 5:64, 5:80, 9:64, 17:64, 21:63

Care, 5:80, 17:64

Carrying out, 5:80

Certificates, 9:64, 21:63

Change, 5:80, 17:64, 21:63

Characteristics, 5:80

Charts, 5:80

Claims, 5:64, 5:80, 17:64

### HIV—Cont'd

Classification, 5:80, 17:64, 21:63

Codes, 5:64

Compensation, 5:80, 17:64

Complaints, 5:64, 5:80, 17:64, 21:63

Compliance, 17:64

Computers, 5:64, 17:64

Conditions, 4:53, 5:80, 9:64, 21:63

Conducting, 17:64, 21:63

Constructive discharge, 21:63

Contents, 5:64, 9:64

Contractors, 17:64

Contributions, 9:64

Coordination, 17:64, 21:63

Corporations, 5:64, 5:80

Costs, 5:64

Counsel, 4:53, 5:64, 5:80, 9:64, 21:63

Coverage, 5:80

Data, 5:80, 17:64

Day care, 17:64

Dealing with, 5:80, 17:64

Definitions, 5:64, 5:80, 9:64

Departments, 5:80

Dependents, 5:80

Desks, 5:64, 17:64

Discipline, 5:64, 5:80, 9:64, 21:63

Disclaimers, 5:64

Discrimination, 4:53, 5:64, 5:80, 9:64, 17:64, 21:63

Diseases, 4:53

Documents, 5:64, 5:80, 9:64, 17:64

Drugs, 17:64

Duration, 4:53, 9:64, 17:64

Duties and responsibilities, 5:64, 5:80, 9:64, 17:64, 21:63

Earnings, 21:63

Eligibility, 17:64, 21:63

Employment agencies, 5:64, 17:64

Employment contracts, 5:64

Enrollment, 17:64, 21:63

Equal Employment Opportunity Commission, 5:80

Equal employment opportunity, 5:80

Evaluation, 5:80, 9:64, 17:64

Evidence, 5:64, 5:80, 17:64

Examination, 5:64

Executives, 5:64

**HIV—Cont'd**

Expenses, 21:63  
 Experience, 5:64, 5:80, 9:64, 17:64,  
 21:63  
 Expiration, 21:63  
 Facilities, 5:80, 17:64  
 Factors, 5:64  
 Facts, 4:53, 5:64, 5:80, 9:64, 17:64,  
 21:63  
 Fair, 5:80  
 Family, 5:64, 5:80, 17:64  
 Fees, 21:63  
 Fighting, 17:64  
 Files, 5:80, 17:64  
 Filing, 5:64, 5:80, 17:64  
 Fitness, 4:53, 17:64, 21:63  
 Fmla, 5:80  
 Forms, 5:64, 5:80  
 Frequency, 5:64  
 Fringe benefits, 5:80  
 Funds, 4:53, 5:64, 9:64  
 Groups, 17:64, 21:63  
 Guidelines, 5:64, 17:64  
 Handling, 5:64, 17:64  
 Harassment, 5:80, 17:64  
 Health, 4:53, 5:64, 5:80, 17:64  
 Health care, 5:80, 17:64  
 Hiv/AIDS, 21:63  
 Hours, 17:64, 21:63  
 Human resources, 21:63  
 Identification, 5:64, 5:80, 9:64,  
 17:64, 21:63  
 Incidents, 5:80, 17:64, 21:63  
 Income, 21:63  
 Independent contractors, 17:64  
 Information, 4:53, 5:64, 5:80, 9:64,  
 17:64, 21:63  
 Injuries, 5:80  
 Inquiry, 5:64, 5:80, 17:64  
 Insubordination, 17:64, 21:63  
 Insurance, 5:64, 5:80, 9:64, 17:64  
 Interviews, 5:80  
 Investigations, 5:80, 21:63  
 Involuntary termination, 5:80  
 Issues, 4:53, 5:64  
 Job evaluation, 9:64  
 Job performance, 5:64, 5:80, 9:64,  
 17:64

**HIV—Cont'd**

Jurisdiction, 5:64  
 Laws, 5:64, 5:80  
 Layoffs, 5:64  
 Leaves of absence, 5:80, 21:63  
 Legal, 5:64, 17:64, 21:63  
 Liability, 5:80  
 Life insurance, 9:64, 17:64  
 Lists, 5:80  
 Making, 5:64, 5:80, 17:64, 21:63  
 Management, 5:64, 5:80, 17:64,  
 21:63  
 Managers, 5:64, 17:64  
 Mandatory retirement, 21:63  
 Manufacturing, 17:64  
 Mcdonnell Douglas, 5:80  
 Media, 17:64  
 Mediation, 5:80  
 Meetings, 5:80, 21:63  
 Memoranda, 5:64  
 Merit, 17:64, 21:63  
 Methods, 5:64, 17:64, 21:63  
 Minimum, 5:80  
 Misconduct, 9:64, 17:64  
 Monitoring, 5:64  
 Notice, 5:64, 5:80, 17:64, 21:63  
 Number, 5:64, 5:80, 9:64, 17:64,  
 21:63  
 Objectives, 17:64  
 Operation, 4:53, 5:64, 5:80  
 Overtime, 9:64, 17:64, 21:63  
 Overtime pay, 9:64  
 Paid, 17:64, 21:63  
 Part-time, 5:64, 9:64  
 Participation, 5:80, 17:64, 21:63  
 Parties, 5:64, 5:80, 9:64, 17:64,  
 21:63  
 Partnerships, 5:64, 5:80  
 Pay, 5:64, 5:80, 9:64, 17:64, 21:63  
 Penalties, 17:64  
 Performance, 4:53, 5:64, 5:80, 9:64,  
 17:64, 21:63  
 Personal leave, 5:80  
 Personal relationships, 21:63  
 Place, 4:53, 5:64, 5:80, 9:64, 17:64,  
 21:63  
 Plans, 5:80, 17:64

## INDEX

### **HIV—Cont'd**

Policies, **5:64, 5:80, 9:64, 17:64, 21:63**  
Practices, **5:64, 5:80, 9:64, 17:64, 21:63**  
Preparation, **21:63**  
Prevalence, **5:64**  
Prevention, **5:64**  
Privilege of employment, **5:80**  
Productivity, **5:80, 17:64, 21:63**  
Programs, **5:80, 17:64**  
Promotions, **5:80, 9:64, 21:63**  
Proof, **5:80, 21:63**  
Protection, **5:80**  
Publications, **21:63**  
Publicizing, **21:63**  
Radio, **17:64**  
Rates, **5:80**  
Recalls, **5:64**  
Records, **5:64, 5:80, 9:64, 17:64, 21:63**  
Recruitment, **5:80, 17:64**  
Reduction, **5:80**  
References, **5:80, 17:64, 21:63**  
Referrals, **17:64**  
Rehabilitation, **5:64**  
Reimbursement, **21:63**  
Religion, **5:80, 17:64, 21:63**  
Reporting, **5:64, 17:64**  
Reports, **5:64, 5:80, 9:64, 17:64, 21:63**  
Resignation, **9:64, 17:64, 21:63**  
Resolution, **5:64, 5:80**  
Response, **5:64, 5:80, 17:64, 21:63**  
Responsibilities, **5:64, 5:80, 9:64, 17:64, 21:63**  
Retention, **5:64**  
Retirement, **9:64, 17:64, 21:63**  
Rights, **5:64, 5:80**  
Rules, **5:80**  
Safety, **4:53, 5:80, 17:64**  
Salary, **5:64, 17:64, 21:63**  
Sanctions, **17:64**  
Schools, **21:63**  
Selection, **5:80**  
Seniority, **5:80, 17:64, 21:63**  
Services, **17:64**  
Setting, **4:53, 5:64, 5:80**

### **HIV—Cont'd**

Severance, **17:64**  
Sex discrimination, **5:80**  
Sexual harassment, **17:64**  
Sharing, **9:64**  
Short, **5:80**  
Significance, **5:64, 5:80**  
Skills, **9:64, 17:64, 21:63**  
Social, **5:64, 5:80, 9:64, 17:64, 21:63**  
Social Security, **5:64, 9:64**  
Standards, **5:64, 17:64, 21:63**  
State, **4:53, 5:64, 5:80, 9:64, 17:64**  
Statements, **5:64, 5:80, 9:64, 17:64, 21:63**  
Stores, **5:80**  
Studies, **5:64**  
Subcontractors, **17:64**  
Supervisors, **5:64, 5:80, 9:64, 17:64, 21:63**  
Suppliers, **17:64**  
Support, **5:80, 9:64, 17:64**  
Surveillance, **17:64, 21:63**  
Tardiness, **17:64**  
Task force, **17:64**  
Television, **17:64**  
Termination, **5:64, 5:80, 9:64, 17:64, 21:63**  
Theft, **17:64**  
Time, **4:53, 5:64, 5:80, 9:64, 17:64, 21:63**  
Training, **5:80, 9:64, 17:64, 21:63**  
Types, **5:64, 17:64**  
Unemployment, **17:64, 21:63**  
Unions, **17:64**  
Upgrading, **5:80**  
Use, **4:53, 5:64, 5:80, 17:64, 21:63**  
Violations, **5:64, 5:80**  
Voluntary, **5:80**  
Wages, **9:64, 17:64, 21:63**  
Women, **5:80**  
Working conditions, **9:64**

### **HOLIDAYS**

Leave of absence, **9:60, 17:60**  
Overtime pay, **9:60**

### **HOSTILE WORK ENVIRONMENT**

Harassment, **5:59, 5:60, 5:66, 5:73, 5:76, 8:4, 9:59, 9:60, 9:63,**

**HOSTILE WORK ENVIRONMENT**

—Cont'd  
 9:66, 9:73, 9:76, 17:57, 17:59,  
 17:64, 17:65, 17:76, 17:80,  
 21:58, 21:75

**HOURS**

Unions, 5:60, 5:66, 9:54, 9:60, 17:61  
 to 17:64, 17:70, 21:57

**IDENTIFICATION**

Collective bargaining agreements,  
 2:2, 14:2, 15:4, 15:13, 15:16,  
 15:21, 15:23, 15:31 to 15:34,  
 16:6, 16:7, 16:13, 17:2, 17:24  
 to 17:26, 17:28, 17:55, 17:58,  
 17:61 to 17:63, 17:69, 17:70,  
 17:77, 19:14

**IMPAIRMENT**

Collective bargaining agreements,  
 17:58

**IMPLEMENTATION**

Federal employment, 5:57, 5:81

**IMPRATICABILITY OF  
 JOINDER**

Class actions, 5:83

**INSTRUCTIONS**

Unions, 3:1, 5:58, 5:74, 9:54, 17:61,  
 17:63, 21:3, 21:57

**INSUBORDINATION**

Discipline, 17:60 to 17:63, 17:70,  
 21:60 to 21:63, 21:69, 21:76  
 Termination of employment, 17:60

**INSURANCE**

Discrimination claims, 5:77, 5:80,  
 5:84, 17:61, 17:63  
 Public policy, 9:70, 17:70, 21:75  
 Reasonable expectations, 21:75  
 Unions, 5:58, 9:54, 9:60, 16:7, 17:61  
 to 17:64, 17:70, 21:57

**INTENT**

Age Discrimination in Employment  
 Act, 4:41, 4:47, 5:23 to 5:26,  
 5:58, 5:75, 5:77, 5:84, 6:16,  
 17:62  
 Harassment, 5:23 to 5:26, 5:57, 5:79  
 to 5:81, 9:61, 17:59, 17:61 to

**INTENT—Cont'd**

17:64, 17:66, 17:68, 17:70,  
 21:58, 21:60, 21:62, 21:65,  
 21:69

Mixed motive cases, 5:81  
 Rehabilitation Act, 5:23, 5:24, 5:55,  
 5:57, 5:84  
 Summary judgment, 5:84  
 Title VII, 2:33, 5:23 to 5:26, 5:55,  
 5:57, 5:58, 5:78 to 5:81, 5:84,  
 5:85, 6:16, 9:61, 17:59

**INTENTIONAL INFLICTION OF  
 EMOTIONAL DISTRESS**

At-will employment, 21:69

**INTEREST**

Employment practices, 5:23 to 5:28,  
 5:54 to 5:56, 5:81, 5:83 to 5:85,  
 9:60, 10:11  
 Preemption, 5:59

**INTERROGATORIES**

Executive Order 11246, 3:1, 3:2,  
 6:16, 9:56

**INVESTIGATIONS**

Collective bargaining agreements,  
 17:61, 17:63  
 Equal Pay Act, 17:67, 21:66  
 Handicapped workers, 17:60  
 Jurisdiction, 5:59, 12:58, 21:57  
 Retaliation, 5:59, 5:68, 5:80, 17:68,  
 21:60, 21:62, 21:66  
 Retirement plans, 20:49, 21:57,  
 21:66

**INVOLVEMENT**

Collective bargaining agreements,  
 15:31, 15:32, 16:7, 17:2, 17:58,  
 17:61 to 17:63, 17:69, 17:70

**JOB TITLES**

Unions, 3:1, 3:33, 4:62, 5:54, 5:58,  
 5:60, 5:66, 5:74, 7:33, 9:60,  
 14:2, 14:12, 14:22, 16:7, 17:61  
 to 17:64, 17:69, 17:70

**JURISDICTION**

Complaints, 5:59, 5:64, 5:65, 5:81,  
 5:83, 5:84, 13:51, 21:57  
 Federal question, 5:65, 5:81, 5:84

## INDEX

### JURISDICTION—Cont'd

Investigation, 5:59, 5:64, 5:65, 5:81, 5:83, 5:84, 9:81, 12:1, 12:2, 12:12, 12:53, 12:73, 21:57  
Mootness, 5:83  
Res judicata, 5:83  
Settlements, 21:57  
Subject matter jurisdiction, 5:83

### LABOR RELATIONS

Coverage, 5:58

### LIFE INSURANCE

Beneficiaries, 15:23  
Collective bargaining agreements, 15:23, 16:7, 17:58, 17:61 to 17:63, 17:70  
Disabled employees, 5:65, 9:80  
Fringe benefits, 3:23, 5:28, 5:58, 5:65, 5:83 to 5:85, 9:27, 9:28, 9:67, 15:23, 16:7, 16:49, 17:58, 17:61, 17:63, 21:64, 21:68  
Interest, 5:28, 5:81, 5:83 to 5:85, 6:22, 9:24 to 9:28, 9:54 to 9:56, 9:59 to 9:64, 9:66 to 9:68, 9:70, 9:80, 14:34, 17:61, 17:63, 17:75, 21:64, 21:68, 21:76  
Payments, 3:23, 9:24 to 9:28, 9:54 to 9:56, 9:59 to 9:64, 9:66 to 9:68, 9:70, 9:80, 21:59  
Premiums, 3:23  
Retirement plans, 17:58  
Sex discrimination, 3:23, 5:78, 5:79, 9:26 to 9:28, 9:54  
Taxation, 5:84

### LIKELIHOOD

Statistics, 17:58, 21:68

### LINES OF PROGRESSION

Affirmative action plans, 16:35

### LIQUIDATED DAMAGES

Front pay, 9:69, 21:68  
Retaliation, 17:77  
Willfulness, 21:68

### LITIGATION

Deposition, 10:1, 11:3, 12:1, 12:3, 12:6, 12:14, 12:51, 12:52, 12:58, 12:64, 13:28, 17:58

### LITIGATION—Cont'd

Discovery, 1:9, 2:32, 5:58, 5:61, 5:67, 5:81, 5:83, 5:84, 6:13, 10:1, 10:3, 10:5, 11:3, 12:1, 12:6, 12:51, 12:52, 12:58, 12:93, 17:58, 21:60, 21:62  
Physician, 9:57, 9:58, 9:60, 9:65, 9:72, 9:76, 11:3, 12:58, 21:60, 21:62  
Plaintiff, 1:9, 2:32, 4:7, 4:44, 5:25, 5:58, 5:59, 5:61, 5:63, 5:67, 5:71, 5:75, 5:77 to 5:85, 6:13, 6:14, 9:57, 9:58, 9:60, 9:65, 9:72, 9:76, 9:77, 10:1, 12:3, 12:6, 12:14, 12:52, 12:58, 12:93, 13:28, 17:58, 17:60, 17:61, 17:63, 21:58 to 21:60, 21:62, 21:67, 21:70, 21:71, 21:73 to 21:75, 21:77 to 21:84  
Pleadings, 5:83, 12:6, 12:58  
Remedies, 5:58, 5:61, 5:77 to 5:79, 5:81 to 5:84, 9:57, 17:61, 17:63, 21:83  
Settlements, 12:3, 17:58, 21:58, 21:60, 21:62, 21:67, 21:70, 21:73, 21:74, 21:77 to 21:84  
Strategy, 5:83, 5:84, 6:14, 11:3, 12:1  
Supervisor, 4:7, 5:58, 5:59, 5:63, 5:77 to 5:81, 5:83 to 5:85, 9:57, 9:58, 9:60, 9:65, 9:72, 9:76, 9:77, 17:58, 17:60, 17:61, 17:63, 21:58 to 21:60, 21:62, 21:67, 21:70, 21:73, 21:74, 21:77 to 21:84  
Trial, 1:9, 2:32, 4:7, 5:25, 5:58, 5:59, 5:61, 5:63, 5:71, 5:75, 5:77 to 5:85, 6:13, 6:14, 9:57, 9:58, 9:60, 9:65, 9:72, 9:76, 9:77, 10:1, 10:3, 10:5, 11:3, 12:1, 12:3, 12:6, 12:14, 12:51, 12:52, 12:58, 12:64, 13:28, 17:58, 17:61, 17:63, 21:58, 21:60, 21:62, 21:67, 21:70, 21:73, 21:74, 21:77 to 21:84

### LOANS

Annuities, 21:57  
Distributions, 21:57, 21:66  
Profit-sharing plans, 21:57, 21:66  
Retirement plans, 21:57, 21:66

### LOCAL GOVERNMENTS

Americans with Disabilities Act, 5:84

- LOCAL GOVERNMENTS—Cont'd**  
 Employment practices, **5:84**  
 Title VII, **5:84**
- LODGING**  
 Fringe benefits, **21:57**
- LOSS**  
 National Labor Relations Act, **9:2**
- MANAGEMENT**  
 Collective bargaining agreements,  
**2:2, 16:13, 17:2, 17:24 to**  
**17:26, 17:28, 17:55, 17:58,**  
**17:61 to 17:63, 17:69, 17:70,**  
**17:77**  
 Federal employment, **5:69, 5:81**
- MANAGERS**  
 Compensation, **5:58 to 5:61, 5:63,**  
**5:66, 5:73, 5:76 to 5:79, 5:81,**  
**9:69, 9:70, 17:58, 17:61 to**  
**17:64, 17:70**
- MANDATORY RETIREMENT**  
 Bona fide occupational qualifications,  
**3:34, 4:43, 5:2, 7:34, 16:32,**  
**16:43, 17:58, 17:77**  
 Cause, **5:58, 5:75, 9:62, 9:77, 17:58,**  
**17:61, 17:63, 17:77, 21:57,**  
**21:61, 21:63, 21:69, 21:76**  
 Collective bargaining agreements,  
**15:23, 15:34, 16:7, 17:58,**  
**17:61, 17:63, 17:77**  
 Early retirement, **3:34, 5:58, 7:34,**  
**15:34, 17:58, 17:61, 17:63,**  
**17:77, 20:41, 21:57, 21:61,**  
**21:76**  
 Fire fighters, **3:34**  
 Law enforcement officers, **3:34**  
 Pilots, **5:75, 21:57**  
 Voluntary retirement, **17:61, 17:63**
- MEDIA**  
 Unions, **3:1, 9:54, 17:61 to 17:64,**  
**21:57**
- MEDIATION**  
 Grievances and complaints, **17:61,**  
**17:63**
- MEDICAL BENEFITS**  
 Eligibility, **17:69, 17:77**
- MEDICAL BENEFITS—Cont'd**  
 Plan, **17:66, 17:77, 21:65**  
 Reporting, **17:77**  
 United States, **21:65**
- MENTAL HEALTH**  
 Medical benefits, **9:81**
- MERIT SYSTEM**  
 Compensation, **3:14, 4:36, 5:67,**  
**7:14, 8:7, 9:61, 9:63, 20:7,**  
**21:60, 21:62**
- MILITARY SERVICE**  
 Compensation, **9:58, 9:69, 20:7,**  
**21:56, 21:57, 21:60, 21:62,**  
**21:64, 21:66**
- MINNESOTA**  
 Evidence, **13:57**  
 Health, **13:57**
- MISCONDUCT**  
 Employment practices, **5:81**  
 Front pay, **5:81, 17:61, 17:63, 21:59**
- MIXED MOTIVE CASES**  
 Evidence, **5:81**
- MOOTNESS**  
 Jurisdiction, **5:83**
- MOTIVE**  
 Summary judgment, **12:3**
- NAME OR NAMES**  
 Discovery, **9:61, 9:63**
- NATIONAL LABOR RELATIONS  
 ACT**  
 Activities, **2:2, 5:2, 9:2**  
 Agents, **2:2, 5:2**  
 Agreements, **2:2**  
 Arbitration, **5:2**  
 Children, **5:2**  
 Collective bargaining, **2:2, 5:2, 9:2**  
 Collective bargaining agreements,  
**2:2**  
 Doctors, **9:2**  
 Impact, **5:2, 9:2**  
 Job title, **2:2, 5:2, 9:2**  
 Members, **2:2, 5:2, 9:2**  
 Nature, **2:2, 5:2, 9:2**

## INDEX

### NATIONAL LABOR RELATIONS

#### ACT—Cont'd

Personnel, 5:2  
Purpose, 2:2, 5:2, 9:2  
Restrictions, 2:2  
Retirement, 5:2  
Rights, 2:2, 5:2, 9:2  
Schools, 9:2  
States, 2:2  
Status, 5:2, 9:2  
Stores, 5:2  
Termination, 9:2  
United States, 2:2  
Universities, 9:2  
Wages, 9:2

### NATIONAL ORIGIN

#### DISCRIMINATION

Business necessity, 4:22, 4:23, 5:63, 5:82, 5:83, 8:21 to 8:23, 9:26 to 9:28, 9:63, 16:22, 16:23, 17:63, 20:21, 20:22, 21:62  
Citizenship, 4:21, 5:63, 9:26, 9:63, 16:21, 17:63, 21:62  
Country of origin, 21:62  
Damages, 5:63, 5:83, 9:63, 17:63, 21:62  
Defenses, 5:83, 8:22, 17:63  
Discrimination, 4:21 to 4:23, 5:63, 5:82, 5:83, 8:21 to 8:23, 9:26 to 9:28, 9:56, 9:63, 16:21 to 16:23, 17:63, 20:21 to 20:23, 21:62  
Disparate impact, 4:23, 5:83, 9:26, 21:62  
Education, 4:23, 5:63, 5:82, 5:83, 8:23, 9:63, 17:63, 20:23, 21:62  
EEOC, 5:63, 5:82, 5:83, 9:26 to 9:28, 9:56, 17:63, 20:21  
Harassment, 9:63, 17:63, 21:62  
Height, 4:23, 5:63, 8:23, 9:26 to 9:28, 9:56, 9:63, 16:21, 16:23, 17:63, 20:23, 21:62  
Insurance, 5:82, 5:83, 9:26 to 9:28, 9:56, 9:63, 17:63  
Intent, 17:63, 21:62  
Names, 4:21, 4:23, 5:63, 5:83, 9:26 to 9:28, 9:56, 9:63, 16:21, 17:63, 21:62

### NATIONAL ORIGIN

#### DISCRIMINATION—Cont'd

Physical, 4:23, 5:63, 9:26 to 9:28, 9:56, 9:63, 17:63, 21:62  
Promotion discrimination, 9:26  
Remedies, 5:82, 5:83, 17:63  
Retaliation, 9:63, 21:62  
Statistical evidence, 5:83  
Tenure, 9:27, 17:63

### NEUTRAL EMPLOYMENT

#### PRACTICES

Disparate impact, 5:78, 5:81, 5:85

### NOTICE

Advance notice, 17:58  
Affirmative action plans, 16:7, 17:58  
Americans with Disabilities Act, 5:57, 5:59, 5:64, 5:65, 5:79, 5:80, 5:83, 5:84, 6:16, 9:57, 9:65, 18:16, 20:52, 21:56, 21:64  
Medical benefits, 9:81, 17:66, 17:77  
Overtime, 5:57, 5:60, 5:66, 5:68, 5:83, 9:59, 9:60, 9:66, 9:68, 9:80, 16:7, 17:58 to 17:64, 17:66, 17:68, 17:70, 17:77, 21:57, 21:58, 21:60 to 21:63, 21:66, 21:69, 21:79  
Records and reports, 5:62, 5:70, 5:77  
Violation, 3:1, 4:61, 5:59, 5:62, 5:64, 5:68 to 5:70, 5:74, 5:77, 5:78, 5:80, 5:81, 5:83, 5:84, 6:16, 9:60, 9:68, 9:71, 9:74, 9:78, 9:79, 9:81, 16:61, 17:60 to 17:64, 17:70, 17:72, 18:16, 20:42, 20:48, 20:52, 21:57, 21:59 to 21:63, 21:69 to 21:71, 21:73, 21:76, 21:77

### OBJECTIONS

Class actions, 5:83

### OBLIGATIONS

Benefits, 5:70, 5:77 to 5:79, 5:81, 17:58, 17:61, 17:63, 17:67, 21:57, 21:66  
Enforcement, 5:77 to 5:79, 5:81  
Physical impairments, 5:79  
Pregnancy, 17:61, 17:63, 21:57  
Tests, 5:70, 5:77, 17:58, 17:61, 17:63, 21:57

**OCCUPATIONAL SAFETY AND  
HEALTH ADMINISTRATION**

Department of Labor, 5:68

**OFF-DUTY**

Unions, 17:61, 17:63

**OFFICE OF FEDERAL  
CONTRACT COMPLIANCE  
PROGRAMS**

Conciliation, 2:12, 4:6, 4:7, 4:35,  
5:23 to 5:28, 5:54, 5:56, 5:61,  
5:63, 5:66, 14:12, 16:1, 16:4,  
16:7, 16:35, 16:36, 16:41,  
17:58, 17:61, 17:63

Equal Employment Opportunity  
Commission, 2:12, 4:6, 4:7,  
4:35, 5:2, 5:23 to 5:28, 5:54,  
5:56, 5:61, 5:63, 5:66, 10:11,  
16:35, 16:36, 16:41, 17:58,  
17:63

Rehabilitation Act, 5:2, 5:23, 5:24,  
5:27, 5:28, 5:54, 5:56

**OLDER WORKERS BENEFIT  
PROTECTION ACT**

Age Discrimination in Employment  
Act, 8:49, 18:16

Employee benefit plans, 8:49

Exit incentives, 4:48

Incentives, 4:48

Releases, 4:48, 8:48

**OPERATIONS**

National Labor Relations Act, 2:2,  
5:2

**OPINIONS**

National Labor Relations Act, 5:2,  
9:2

Unions, 5:58, 5:60, 5:66, 5:74, 9:54,  
9:60, 16:7, 17:61 to 17:64,  
17:67, 17:70, 21:57

**ORGANIZING**

Access, 10:5

Discrimination, 10:5, 10:6

Litigation, 10:5

Tactical considerations, 10:6

Witnesses, 10:6

**OVERTIME PAY**

Bonuses, 5:68, 9:24 to 9:28, 9:54 to  
9:56, 9:59 to 9:64, 9:66 to 9:68,  
9:70, 9:80, 17:61, 17:63

Books, 5:54, 5:66 to 5:68, 9:61,  
9:63, 17:61, 17:63

Collective bargaining agreements,  
15:21, 16:7, 17:58, 17:61,  
17:63, 17:77

Commissions, 5:68

Contract, 5:54, 5:66, 5:68, 9:59 to  
9:61, 9:63, 9:66, 9:68, 16:1,  
16:7, 16:35, 16:36, 16:41,  
17:58, 17:61, 17:63

Enterprise, 5:67

Equipment, 17:58, 17:77, 21:83

Exempt, 17:61, 17:63

Expenses, 9:24, 9:27, 9:28, 9:54 to  
9:56, 9:59 to 9:61, 9:63, 9:66,  
9:67, 9:70, 9:80, 16:7, 17:61,  
17:63

Grievances, 5:67, 9:60, 16:7, 17:61,  
17:63, 21:82 to 21:84

Holidays, 9:60

Meetings, 17:61, 17:63

Notices, 17:58, 17:63, 17:77

Severance pay, 17:61, 17:63

Shift differentials, 9:24 to 9:28, 9:54  
to 9:56, 9:59 to 9:64, 9:66 to  
9:68, 9:70, 9:80

Sick leave, 16:7, 17:58

State law, 5:54, 9:54, 16:31

Training programs, 5:54, 5:66, 5:68,  
16:7, 17:58, 17:61, 17:63

Vacation, 9:24 to 9:28, 9:54 to 9:56,  
9:59 to 9:64, 9:66 to 9:68, 9:70,  
9:80, 16:7, 17:58, 17:61, 17:63,  
17:77

**PARTICIPATION**

Collective bargaining agreements,  
17:28, 17:55, 17:58, 17:62,  
17:70, 17:77

Retaliation, 4:62, 5:59, 5:78, 5:80,  
8:7, 8:62, 16:62, 17:57, 17:65,  
17:66, 17:68, 17:70, 17:71,  
17:74, 17:75, 17:77 to 17:79,  
17:81 to 17:85, 18:11, 21:56,  
21:60, 21:62, 21:64, 21:66,  
21:74

## INDEX

### **PARTIES**

- Age Discrimination in Employment Act, **5:2, 5:23 to 5:28, 5:56, 5:75, 5:83, 5:84, 6:16, 9:23 to 9:28, 9:58, 9:62, 9:69, 9:77, 17:62, 18:16, 20:41, 21:57, 21:68**
- Complaints, **1:7, 4:6, 5:23 to 5:28, 5:54 to 5:56, 5:59 to 5:61, 5:63 to 5:66, 5:68, 5:72, 5:73, 5:75, 5:76, 5:80, 5:81, 5:83, 5:84, 6:8, 8:7, 9:57 to 9:61, 9:63, 9:65, 9:66, 9:68, 9:70, 9:73, 9:80, 12:26, 13:51, 15:31, 15:32, 16:1, 16:4, 16:7, 16:36, 16:41, 16:47, 17:2, 17:54, 17:56 to 17:66, 17:68 to 17:71, 17:73 to 17:75, 17:77 to 17:85, 18:8, 20:7, 21:4, 21:27, 21:28, 21:55 to 21:58, 21:60 to 21:65, 21:67, 21:69, 21:72, 21:73, 21:76 to 21:82**
- Employee morale, **17:60**
- Standing to sue, **5:83**
- Title VII actions, **5:81**

### **PATTERNS**

- Unions, **7:33**

### **PAYROLL**

- Unions, **17:61 to 17:64, 17:69, 17:70**

### **PENALTIES**

- Collective bargaining agreements, **17:61 to 17:63, 17:70**

### **PENSIONS**

- Arbitration, **17:61, 17:63**
- Discrimination, **3:23, 5:28, 13:72, 15:23, 16:7, 17:58, 17:61, 17:63**
- Nondiscrimination, **17:61, 17:63**
- Remedies, **17:61, 17:63**
- Retirement plans, **17:58**
- Terminations, **17:61, 17:63**

### **PERFORMANCE**

- National Labor Relations Act, **5:2**

### **PERSONALITY**

- Discipline, **8:7, 9:58, 9:60, 9:61, 9:63, 9:80, 17:61, 17:63**
- Termination of employment, **9:60**

### **PERSONNEL MANUAL**

- Absence, **5:77, 5:79, 5:81, 21:69**
- Accounts, **5:77, 9:76, 21:75**
- Ada, **5:79, 5:81, 21:75**
- Adea, **5:77, 17:70**
- Administration, **5:77 to 5:79, 5:81**
- Advertising, **5:77, 17:70**
- Age, **5:70, 5:77 to 5:79, 5:81, 9:76, 17:70, 21:69, 21:75**
- Age Discrimination in Employment Act, **5:77**
- Agencies, **5:77, 5:81**
- Agreements, **9:76, 17:70**
- Aid, **5:77**

### **PHOTOGRAPHS**

- Unions, **17:61 to 17:63**

### **PILOTS**

- Mandatory retirement, **5:75, 21:57**

### **PLANS**

- Collective bargaining agreements, **14:12, 15:21, 15:23, 16:7, 17:58, 17:61 to 17:63, 17:70**

### **PLEADINGS**

- Title VII, **5:83**

### **POSTING**

- Unions, **3:1, 16:7, 17:61, 17:63, 21:57**

### **PREEMPTION**

- Plans, **5:59**
- State law, **5:59**

### **PREJUDGMENT INTEREST**

- Backpay, **21:78, 21:80, 21:81**

### **PREMIUMS**

- Life insurance, **3:23**

### **PREPARATION**

- Collective bargaining agreements, **16:7, 17:58, 17:61 to 17:63, 17:70**

### **PRESENTATION**

- Unions, **5:66, 21:57**

### **PRETEXT**

- Age Discrimination in Employment Act, **4:47, 5:83, 9:58, 9:62,**

**PRETEXT—Cont'd**

9:77, 20:41, 20:42, 20:46,  
21:57, 21:68

Promotions, 5:80, 5:83, 9:58, 9:62 to  
9:64, 9:70, 9:77, 21:61, 21:63,  
21:68, 21:69, 21:76, 21:78,  
21:80 to 21:83

Retaliation, 5:78, 5:80, 9:63, 9:70,  
21:77, 21:78, 21:80 to 21:83

**PREVENTION**

Unions, 4:31, 5:58, 5:60, 5:74, 9:60

**PRIMA FACIE CASE**

Age discrimination, 5:58, 5:69, 5:71,  
5:77, 5:83, 5:84

Basis of sex, 2:2, 5:80, 7:31

Disability discrimination, 5:65, 5:80,  
5:84

Discipline, 3:31, 5:59, 5:60, 5:68,  
5:77, 5:78, 5:80, 5:81, 7:31

Disparate treatment, 2:11, 5:58, 5:74,  
5:78, 5:81, 7:31

Education, 5:65, 5:81, 5:83 to 5:85,  
21:84

Establishment, 3:11, 5:60, 5:74, 5:78,  
5:81

Hiring, 2:2, 3:3, 4:11, 5:58 to 5:60,  
5:65, 5:68, 5:71, 5:74, 5:77,  
5:78, 5:80, 5:81, 5:83 to 5:85,  
12:39, 17:85, 21:84

Hostile environment, 5:59, 5:68

Presumption, 5:81, 5:83, 5:84

Rebuttal, 5:83

Rehabilitation Act, 5:65, 5:84

Retaliation, 5:59, 5:68, 5:78, 5:80,  
17:85, 21:84

Section 1983, 5:83

Summary judgment, 5:84

**PRIVACY**

At-will employment, 17:64

**PRODUCTION OF DOCUMENTS**

Discovery, 1:3, 10:1, 10:3 to 10:6,  
11:1 to 11:4, 12:1, 17:58

**PROFIT-SHARING**

Compensation, 5:65, 21:57, 21:64,  
21:66, 21:68, 21:75

Contributions, 21:57, 21:66, 21:68,  
21:71, 21:75

**PROFIT-SHARING—Cont'd**

Deductions, 21:57, 21:66

Distributions, 21:57, 21:66

Earnings, 21:57, 21:64, 21:66, 21:68

Health benefits, 21:57

Life insurance, 5:65, 21:64, 21:68

Loans, 21:57, 21:66

Self-employed, 21:57

**PROGRAMS**

National Labor Relations Act, 5:2

**PROMOTIONS**

Pretext, 5:80, 5:83, 9:58, 9:62 to  
9:64, 9:70, 9:77, 21:61, 21:63,  
21:68, 21:69, 21:76, 21:78,  
21:80 to 21:83

Qualifications, 3:16, 4:2, 4:7, 5:26,  
5:54, 5:57, 5:59 to 5:61, 5:63,  
5:65 to 5:67, 5:80, 5:83, 6:22,  
7:16, 9:24, 9:26, 9:27, 9:55,  
9:56, 9:58, 9:60 to 9:63, 9:67,  
9:69, 9:77, 10:11, 14:34, 15:14,  
15:16, 16:7, 17:26, 17:54, 17:57  
to 17:59, 17:61, 17:63, 17:65 to  
17:69, 17:73, 17:77, 17:80,  
19:16, 21:56, 21:58 to 21:64,  
21:66 to 21:69, 21:76, 21:78 to  
21:84

Statistical disparities, 5:83

Tenure, 5:26, 5:57, 5:59, 5:65, 5:80,  
9:27, 16:7, 17:54, 17:57, 17:58,  
17:61, 17:63, 17:65 to 17:68,  
17:77, 21:65

Title VII, 3:14, 3:16, 4:2, 5:26, 5:54,  
5:57, 5:59 to 5:61, 5:63, 5:65,  
5:66, 5:80, 5:83, 7:16, 9:24 to  
9:28, 9:54 to 9:56, 9:60, 9:61,  
9:63, 9:76, 17:59, 17:80, 21:78,  
21:80 to 21:84

Work experience requirements, 9:24,  
9:54, 9:55, 9:67

**PROTECTION**

Unions, 5:54, 5:66

**PUBLIC UTILITIES**

Unions, 21:57

**PUBLICATIONS**

Benefits, 4:42, 9:57, 9:65, 9:71, 9:74,  
9:78, 9:79, 9:81, 10:11, 12:26,

## INDEX

### PUBLICATIONS—Cont'd

16:42, 17:57, 17:58, 17:60,  
17:65, 20:7, 20:53, 21:56,  
21:57, 21:60, 21:62, 21:64,  
21:66, 21:69, 21:70, 21:73,  
21:76 to 21:78, 21:80

Collective bargaining agreements,  
17:58

### PUNITIVE DAMAGES

Americans with Disabilities Act,  
5:59, 5:83, 5:84, 9:57, 21:56,  
21:64

Rehabilitation Act, 5:84, 9:2, 9:57,  
21:56

Retirement plans, 21:66

Title VII, 5:59, 5:61, 5:81, 5:83,  
5:84, 9:2, 9:61, 9:63, 9:76,  
9:81, 17:81, 21:75, 21:78, 21:80  
to 21:84

### QUALIFICATIONS

Collective bargaining agreements,  
15:4, 15:13, 15:16, 16:6, 16:7,  
17:2, 17:24 to 17:26, 17:28,  
17:55, 17:58, 17:61 to 17:63,  
17:69, 17:70, 17:77

Unions, 3:1, 4:31, 5:54, 5:58, 5:60,  
5:66, 5:74, 9:60, 15:15, 16:7,  
17:61 to 17:64, 17:67, 17:69,  
17:70, 21:57

### RACE

Affirmative action, 2:1, 2:12, 2:33,  
3:1, 3:2, 3:15, 4:6, 4:7, 4:35,  
4:51, 5:2, 5:23 to 5:28, 5:54 to  
5:57, 5:60, 5:61, 5:63, 5:65,  
5:66, 5:74, 5:80, 5:83, 6:11,  
7:12, 8:6, 8:7, 9:55 to 9:57,  
9:61, 9:63, 9:65, 10:11, 14:33,  
15:1 to 15:3, 15:12, 15:13,  
15:15, 16:1, 16:2, 16:4, 16:6,  
16:7, 16:31, 16:35, 16:36,  
16:41, 16:51, 17:2, 17:23, 17:25  
to 17:28, 17:54 to 17:61, 17:63,  
17:65 to 17:68, 17:71, 17:80,  
18:11, 20:6, 21:56, 21:64

Appearance and grooming, 4:61,  
8:61, 16:34, 17:57, 17:65

Assignment discrimination, 21:57

Bona fide occupational qualifications,  
3:1, 3:34, 4:43, 5:2, 5:23, 5:78,

### RACE—Cont'd

6:24, 8:2, 15:11, 16:31 to 16:33,  
16:35, 17:58, 17:77, 18:24

Business necessity, 2:11, 2:33, 3:1,  
3:2, 3:4, 3:11, 3:22, 3:23, 4:5,  
4:11, 4:22, 4:23, 4:61, 5:28,  
5:57, 5:61, 5:63, 5:68, 5:74,  
5:77 to 5:81, 5:83, 5:85, 6:2,  
6:14, 7:2, 7:3, 7:11, 7:14 to  
7:16, 7:21 to 7:23, 7:31 to 7:33,  
8:1, 8:5, 8:21, 8:61, 9:2, 9:24 to  
9:28, 9:54, 9:55, 9:60, 9:63,  
9:67, 9:69, 9:71, 9:74, 14:33,  
15:11, 15:23, 15:34, 16:7,  
16:22, 16:23, 17:2, 17:57,  
17:61, 17:63, 17:65, 17:74,  
17:78, 17:79, 17:81, 17:82,  
17:85, 19:2, 19:3, 19:11, 19:12,  
19:14 to 19:16, 19:21 to 19:23,  
19:31 to 19:34, 21:24, 21:57,  
21:62, 21:68, 21:76, 21:84

Color discrimination, 4:1 to 4:7, 8:1  
to 8:7, 16:1 to 16:7, 20:1 to  
20:7

Defenses, 2:33, 3:13, 5:23, 5:74,  
5:77, 5:80, 5:81, 5:83 to 5:85,  
6:16, 7:13, 9:60, 10:11, 14:33,  
15:2, 15:4, 15:33, 15:34, 16:7,  
16:51, 17:2, 17:23, 17:25 to  
17:27, 17:54 to 17:57, 17:59 to  
17:61, 17:63, 17:65, 17:68,  
17:69, 17:80, 17:83 to 17:85

Evidence, 2:11, 2:12, 2:14, 3:3, 3:4,  
3:21 to 3:23, 3:31, 4:5, 4:11,  
4:42, 4:43, 5:28, 5:57 to 5:61,  
5:63, 5:66, 5:68, 5:69, 5:74,  
5:76 to 5:78, 5:80, 5:81, 5:83 to  
5:85, 6:14, 7:3, 7:14, 7:31, 8:7,  
9:23, 9:24, 9:57, 9:61, 9:63,  
9:65, 10:11, 13:72, 15:3, 15:23,  
16:33, 17:27, 17:54, 17:56 to  
17:58, 17:61, 17:63, 17:65,  
17:66, 17:68, 17:71, 17:74,  
17:77 to 17:79, 17:81, 17:83,  
18:14, 21:56, 21:57, 21:60,  
21:62, 21:64, 21:76

Harassment, 4:4, 4:7, 4:34, 4:62,  
5:23 to 5:28, 5:54, 5:56, 5:57,  
5:59 to 5:61, 5:66, 5:68, 5:76,  
5:79 to 5:81, 6:11, 8:4, 8:7,  
9:59 to 9:61, 9:63, 9:68, 9:76,  
10:11, 13:22, 16:34, 16:62,

**RACE—Cont'd**

17:57, 17:59 to 17:61, 17:63,  
 17:65 to 17:68, 17:76, 17:79,  
 17:80, 18:11, 20:7, 21:56,  
 21:58, 21:60, 21:62, 21:64,  
 21:67, 21:73, 21:75, 21:77,  
 21:78, 21:80 to 21:84

Hiring, 2:2, 2:3, 2:12, 2:15, 2:17, 3:1  
 to 3:3, 3:16, 4:1, 4:2, 4:4, 4:6,  
 4:11, 4:21, 4:22, 4:31, 4:32,  
 4:34, 4:35, 4:41, 4:42, 4:51,  
 4:62, 5:2, 5:23 to 5:26, 5:54 to  
 5:63, 5:65, 5:66, 5:68, 5:74,  
 5:76 to 5:81, 5:83 to 5:85, 6:22,  
 7:1, 7:2, 7:4, 7:12, 7:16, 8:1,  
 8:2, 8:6, 8:13, 9:23, 9:24, 9:54  
 to 9:57, 9:61, 9:65, 9:67, 9:69,  
 9:71, 9:74, 9:78, 9:79, 10:11,  
 14:2, 15:2, 15:4, 15:11 to 15:13,  
 16:1 to 16:7, 16:11, 16:21,  
 16:22, 16:31 to 16:36, 16:41,  
 16:42, 16:45, 16:47, 16:51 to  
 16:53, 16:61, 16:62, 17:2,  
 17:23, 17:25, 17:26, 17:54 to  
 17:61, 17:63, 17:65 to 17:68,  
 17:71, 17:74, 17:77 to 17:85,  
 18:5, 18:11, 19:1, 19:2, 19:4,  
 20:2, 20:3, 20:5, 20:6, 21:23,  
 21:24, 21:56, 21:57, 21:60,  
 21:62, 21:64, 21:73, 21:76 to  
 21:78, 21:80 to 21:82, 21:84

Insurance, 3:23, 4:32, 4:42, 5:28,  
 5:57 to 5:59, 5:65, 5:76 to 5:81,  
 5:83 to 5:85, 6:22, 7:23, 9:24 to  
 9:28, 9:54 to 9:56, 9:59 to 9:61,  
 9:63, 9:67, 9:68, 9:80, 10:11,  
 14:34, 15:23, 16:7, 16:36,  
 16:41, 17:28, 17:57, 17:58,  
 17:60, 17:61, 17:63, 17:65,  
 17:80, 17:82, 21:57, 21:64,  
 21:66, 21:68, 21:75, 21:76,  
 21:81 to 21:84

Job related standards, 3:22, 7:22

Layoffs, 3:33, 4:7, 5:58, 5:61 to  
 5:63, 5:65, 5:77, 7:33, 15:33,  
 16:7, 17:58, 17:77, 19:14

Marital status, 2:17, 3:2, 4:32, 5:2,  
 5:3, 5:24, 5:26, 5:54, 5:56,  
 5:58, 5:66, 5:68, 5:77, 6:11,  
 9:57, 9:65, 14:4, 15:2, 16:31,  
 16:32, 16:36, 16:42, 17:26,  
 17:58, 17:71, 17:74, 17:78,

**RACE—Cont'd**

17:79, 17:81 to 17:85, 18:1,  
 18:5, 18:11, 21:24, 21:56,  
 21:57, 21:64, 21:66, 21:73,  
 21:77, 21:78, 21:80 to 21:84

National Origin discrimination, 4:21  
 to 4:23, 5:63, 5:83, 8:21, 9:26  
 to 9:28, 9:56, 9:63, 16:21 to  
 16:23, 17:63, 21:62

Promotion discrimination, 9:26, 9:69

Race discrimination, 4:21, 5:63,  
 8:21, 9:26, 9:56, 9:63

Recruiting, 2:23, 3:1, 4:2, 5:3, 5:23  
 to 5:26, 5:55, 5:56, 5:65, 14:23,  
 15:1, 16:2, 16:31 to 16:35,  
 16:42, 16:52, 17:3, 17:23,  
 17:58, 17:60, 17:61, 17:63

Remedies, 3:32, 5:55, 5:57, 5:58,  
 5:61, 5:76 to 5:79, 5:81, 5:83,  
 5:84, 6:16, 6:24, 7:32, 9:55,  
 9:57, 9:61, 17:61, 17:63, 17:84,  
 17:85, 21:56, 21:83

Retaliation, 4:62, 5:57, 5:59, 5:68,  
 5:78, 5:80, 6:11, 8:7, 9:59, 9:61,  
 9:63, 9:68, 14:33, 16:62, 17:57,  
 17:65, 17:66, 17:68, 17:71,  
 17:74, 17:77 to 17:79, 17:81 to  
 17:85, 18:11, 21:56, 21:58,  
 21:60, 21:62, 21:64, 21:66,  
 21:67, 21:73, 21:77 to 21:84

Reverse discrimination, 4:6, 5:54,  
 5:56, 5:66, 6:11, 8:6, 9:56, 16:6,  
 17:56, 18:11, 20:6, 21:56, 21:64

Statistical evidence, 3:21, 4:5, 4:42,  
 5:58, 5:74, 5:83, 9:57, 9:65,  
 17:27, 17:54, 17:56, 17:66,  
 17:68, 17:71, 17:74, 17:77 to  
 17:79, 17:81, 17:83

Tenure, 3:21, 5:25 to 5:28, 5:55 to  
 5:57, 5:59, 5:65, 5:68, 5:80,  
 9:27, 15:21, 16:7, 17:27, 17:28,  
 17:54 to 17:58, 17:61, 17:63,  
 17:65 to 17:68, 17:71, 17:74,  
 17:77 to 17:79, 17:81 to 17:85,  
 21:73, 21:77

Validation, 3:3, 3:11, 3:15, 3:16, 4:2,  
 4:7, 4:11, 4:22, 4:42, 5:2, 5:24  
 to 5:27, 5:55 to 5:58, 5:61,  
 5:63, 5:65, 5:68, 5:85, 7:3,  
 13:35, 15:3, 15:13, 15:15,  
 15:16, 16:2, 16:5, 16:7, 16:21,

## INDEX

### **RACE—Cont'd**

16:22, 16:31, 16:42, 16:52,  
17:2, 17:25 to 17:28, 17:54 to  
17:58, 17:61, 17:63, 17:65,  
17:69, 17:77, 20:1

### **RADIO**

Unions, 3:1, 9:54, 17:62, 17:64,  
21:57

### **REASONABLE**

#### **ACCOMMODATIONS**

Training, 5:57, 5:65, 5:84, 9:57,  
17:57, 17:65, 21:56, 21:64

### **REASONS**

Federal employment, 5:57, 5:69,  
5:81

### **RECALLS**

Unions, 3:33, 5:66, 16:7, 17:61,  
17:63

### **RECORDS AND REPORTS**

Board, 5:77  
Evidence, 4:43, 5:77  
Executives, 5:62, 5:70, 5:77  
Notices, 5:62, 5:77  
Orders, 5:77  
Plans, 5:62  
Professionals, 5:62, 5:70, 5:77  
Violation, 5:62, 5:70, 5:77

### **RECRUITING**

Advertising, 3:1, 5:71, 14:23, 16:31,  
16:42, 16:52, 17:3, 17:58, 17:60  
to 17:64, 17:70  
Affirmative action, 3:1, 5:23 to 5:26,  
5:55, 5:56, 5:65, 5:71, 15:1,  
16:2, 16:31, 16:35, 17:23,  
17:58, 17:60, 17:61, 17:63  
Age discrimination, 5:23 to 5:26,  
5:56, 5:71, 16:42, 17:58, 17:62  
Agencies, 5:3, 5:23 to 5:26, 5:55,  
5:56, 5:65, 5:71, 14:23, 15:1,  
16:42, 17:3, 17:23, 17:58, 17:60  
to 17:64  
Business necessity, 3:1, 5:71, 17:61  
to 17:64, 17:70  
Insurance, 5:65, 5:71, 17:58, 17:60  
to 17:64, 17:70  
Internet, 17:60, 17:62, 17:64

### **RECRUITING—Cont'd**

National origin discrimination, 17:63  
Reasonable accommodation, 5:55,  
5:65  
Reinstatement, 17:61, 17:63  
Remedies, 5:55, 17:61 to 17:64,  
17:70  
Screening criteria, 17:61, 17:63  
Selecting employees, 5:71  
Sexual orientation, 17:64  
Subjective criteria, 17:62, 17:64  
Tenure, 5:25, 5:26, 5:55, 5:56, 5:65,  
17:58, 17:61, 17:63  
Test scores, 5:71, 16:2, 17:61, 17:63  
Testers, 17:61, 17:63  
Testimony, 5:65, 12:39, 17:58, 17:61  
to 17:64, 17:70  
Walk-in applications, 5:23  
Word of mouth, 3:1, 5:23 to 5:26,  
5:55, 5:56, 5:65, 15:1, 17:23,  
17:60

### **REFUSAL**

Federal employment, 5:57

### **REHABILITATION**

National Labor Relations Act, 5:2,  
9:2  
Unions, 5:54, 8:51, 21:57

### **REHABILITATION ACT**

Burden of proof, 5:84  
Causation, 5:84  
Damages, 5:23, 5:24, 5:57, 5:84, 9:2,  
9:23, 9:24, 9:57, 17:57, 17:65,  
21:54, 21:56  
Disabilities, 5:55, 5:57, 5:64, 5:65,  
5:84, 8:51, 8:52, 9:2, 9:23,  
9:24, 9:27, 9:28, 9:55 to 9:57,  
16:51, 17:57, 17:65, 18:16,  
20:51, 21:56  
Evidence, 5:28, 5:57, 5:64, 5:84,  
9:23, 9:24, 9:57, 17:57, 17:65,  
21:56  
Fringe benefits, 5:28, 5:57, 5:65,  
5:84, 9:27, 9:28, 17:57, 17:65,  
21:56  
Government contractors, 9:55  
Hearing, 5:84, 9:57, 17:57, 17:65,  
21:56  
Intent, 5:23, 5:24, 5:55, 5:57, 5:84

**REHABILITATION ACT—Cont'd**

Notice, 5:57, 5:64, 5:65, 5:84, 9:57, 18:16, 21:56  
 Office of Federal Contract Compliance Programs, 5:2, 5:23, 5:24, 5:27, 5:28, 5:54, 5:56  
 Parties, 5:2, 5:23, 5:24, 5:27, 5:28, 5:54 to 5:56, 5:64, 5:65, 5:84, 9:23, 9:24, 9:27, 9:28, 9:55 to 9:57, 17:57, 17:65, 18:16, 20:51, 21:56  
 Prima facie case, 5:65, 5:84  
 Punitive damages, 5:84, 9:2, 9:57, 21:56  
 Regulations, 5:23, 5:24, 5:65, 5:84  
 Retaliation, 5:57, 17:57, 17:65, 21:56  
 Section 501, 5:84  
 Section 504, 5:27, 5:28  
 Seniority systems, 5:27, 21:56

**REIMBURSEMENT**

Benefits, 6:22, 8:7, 9:2, 9:24, 9:57, 9:61, 9:63, 17:60, 17:61, 17:63, 18:22, 20:7, 21:56, 21:57, 21:59, 21:60, 21:62, 21:64, 21:66, 21:69, 21:76

**REINSTATEMENT**

Discipline, 5:77, 5:81, 8:32, 17:61, 17:63, 17:77, 18:22, 20:7, 21:56, 21:60 to 21:64, 21:69, 21:76  
 Executive Order 11246, 17:61, 17:63  
 Front pay, 5:81, 5:83, 5:84, 17:61, 17:63, 18:22, 21:56, 21:59, 21:61, 21:63, 21:64, 21:68, 21:69, 21:76  
 Maternity leave, 3:23, 5:28, 8:32, 15:23, 17:61, 17:63  
 Rehabilitation Act, 5:28, 5:84, 21:56

**RELATIONSHIPS**

Retaliation, 5:59, 5:78, 5:80, 9:59, 9:61, 9:63, 9:66, 17:70, 21:79

**RELIABILITY**

Statistics, 13:40, 13:72, 21:57

**RELIANCE**

Age Discrimination in Employment Act, 4:43

**RELIGION**

Unfair labor practices, 14:2  
 Unions, 3:1, 3:33, 4:31, 4:62, 5:54, 5:58, 5:60, 5:66, 6:16, 7:33, 9:54, 9:60, 14:2, 14:22, 15:15, 17:61 to 17:64, 17:67, 17:69, 17:70, 21:57

**RELIGIOUS DISCRIMINATION**

Business necessity, 4:11, 9:26 to 9:28, 9:60, 16:12, 20:12  
 Dress and grooming, 5:60, 17:60, 21:59  
 Harassment, 5:59, 5:60, 5:76, 9:60, 17:60, 21:59  
 Hiring, 4:11, 4:13, 5:59, 5:60, 5:76, 8:11, 8:13, 9:56, 16:11, 17:60, 20:11  
 Insurance, 5:59, 5:76, 9:26 to 9:28, 9:56, 9:60, 17:60, 21:59  
 National origin discrimination, 9:26 to 9:28, 9:56  
 Prima facie case, 4:11, 5:59, 5:60  
 Promotion discrimination, 9:26  
 Reasonable accommodation, 5:60, 9:60  
 Recruiting, 17:60  
 Remedies, 5:76  
 Retaliation, 5:59  
 Tenure, 5:59, 9:27  
 Undue hardship, 4:12, 5:60, 8:11, 8:12, 9:60, 17:60, 20:12

**REMEDIES**

Affirmative action, 5:55, 5:57, 5:61, 5:83, 6:23, 9:55, 9:57, 9:61, 17:61, 17:63, 21:56  
 Age discrimination, 5:58, 5:77, 5:83, 5:84, 6:16, 17:62, 18:16  
 Damages, 5:57, 5:58, 5:61, 5:76, 5:77, 5:81, 5:83, 5:84, 6:23, 6:24, 9:57, 9:61, 17:61, 17:63, 17:64, 21:56, 21:83  
 Equal Pay Act, 6:16, 18:16  
 Front pay, 5:81, 5:83, 5:84, 9:57, 17:61, 17:63, 21:56, 21:83  
 Insurance, 5:57, 5:58, 5:76 to 5:79, 5:81 to 5:84, 9:55, 9:61, 17:61 to 17:64, 17:70, 21:83  
 Maternity leave, 17:61, 17:63

## INDEX

### REMEDIES—Cont'd

- Monetary, 5:55, 5:61, 5:70, 5:76 to 5:79, 5:81, 5:83, 5:84, 6:23, 6:24
- Motions, 5:84
- National origin discrimination, 5:82, 5:83, 17:63
- Pleading, 5:81
- Rehabilitation Act, 5:55, 5:57, 5:84, 9:55, 9:57, 18:16, 21:56
- Reinstatement, 5:58, 5:77, 5:81, 5:83, 5:84, 17:61, 17:63, 21:56
- Settlement, 5:83, 17:64
- Tax, 5:82, 17:61 to 17:64, 17:70, 21:83
- Tenure, 5:55, 5:57, 17:61, 17:63, 17:84, 17:85
- Unions, 5:58, 6:16, 17:61 to 17:64, 17:70

### REMOVAL

- Unions, 5:58

### REORGANIZATION

- Collective bargaining agreements, 17:58, 17:61, 17:63, 17:77

### REPRESENTATIVES

- Employer representatives, 5:60

### RETALIATION

- Administrative process, 5:59
- Adverse action, 5:80
- Adverse actions, 5:80
- Age Discrimination in Employment Act, 21:70, 21:74
- Americans With Disabilities Act, 5:57, 5:59, 5:80, 17:57, 17:65, 21:56, 21:64
- Americans with Disabilities Act, 5:57, 5:59, 5:80, 17:57, 17:65, 21:56, 21:64
- Applicants, 5:57, 5:78, 9:66, 17:57, 17:65, 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81 to 17:85, 21:56, 21:64
- Arbitration, 4:62, 5:68, 8:7, 9:61, 9:63, 16:62, 17:71, 17:74, 17:78, 17:79, 17:81, 21:56, 21:64, 21:66
- Causation, 21:60, 21:62

### RETALIATION—Cont'd

- Constructive discharge, 17:66, 17:68, 17:77
- Disability discrimination, 5:80, 17:57, 17:65, 21:64
- Employees, 4:62, 5:57, 5:59, 5:68, 5:73, 5:78, 5:80, 6:11, 8:7, 8:62, 9:59, 9:61, 9:63, 9:66, 9:68, 9:70, 14:33, 16:62, 17:57, 17:65, 17:66, 17:68, 17:70, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81 to 17:85, 18:11, 20:62, 21:56, 21:58, 21:60, 21:62, 21:64 to 21:67, 21:70, 21:73, 21:74, 21:77 to 21:84
- Equal Pay Act, 21:66
- Evidence, 5:57, 5:59, 5:68, 5:78, 5:80, 8:7, 9:61, 9:63, 17:57, 17:65, 17:66, 17:68, 17:71, 17:74, 17:75, 17:77 to 17:79, 17:81, 17:83, 21:56, 21:60, 21:62, 21:64
- Federal employment, 5:57
- Former employees, 4:62, 5:78, 16:62
- Good faith, 5:68, 9:70, 17:68, 17:81, 17:84, 21:80
- Harassment, 4:62, 5:57, 5:59, 5:68, 5:73, 5:80, 6:11, 8:7, 8:62, 9:59, 9:61, 9:63, 9:66, 9:68, 16:62, 17:57, 17:65, 17:66, 17:68, 17:70, 17:79, 18:11, 21:56, 21:58, 21:60, 21:62, 21:64, 21:65, 21:67, 21:70, 21:73, 21:74, 21:77, 21:78, 21:80 to 21:84
- Insurance, 5:57, 5:59, 5:73, 5:78, 5:80, 9:59, 9:61, 9:63, 9:66, 9:68, 9:70, 17:57, 17:65, 17:70, 17:75, 17:82, 21:64, 21:66, 21:74, 21:81 to 21:84
- Investigations, 5:59, 5:68, 5:80, 17:68, 21:60, 21:62, 21:66
- Jurisdiction, 5:59
- Liquidated damages, 17:77
- National origin discrimination, 9:63, 21:62
- Participation, 4:62, 5:59, 5:78, 5:80, 8:7, 8:62, 16:62, 17:57, 17:65, 17:66, 17:68, 17:70, 17:71, 17:74, 17:75, 17:77 to 17:79,

**RETALIATION—Cont'd**

17:81 to 17:85, 18:11, 21:56,  
21:60, 21:62, 21:64, 21:66,  
21:74

Pregnancy, 5:59, 18:11, 21:84

Pretext, 5:78, 5:80, 9:63, 9:70,  
21:77, 21:78, 21:80 to 21:83

Prima facie case of retaliation, 5:68

Protected conduct, 5:68, 9:68, 17:68,  
21:67

Questions, 5:57, 5:73, 17:57, 17:65,  
17:77, 21:56, 21:62, 21:64

Rehabilitation Act, 5:57, 17:57,  
17:65, 21:56

Remedies, 5:57, 5:78, 9:61, 17:70,  
17:84, 17:85, 21:56, 21:83

Settlements, 17:77, 21:58, 21:60,  
21:62, 21:67, 21:70, 21:73,  
21:74, 21:77 to 21:84

Sexual orientation, 5:68, 5:80, 9:66,  
17:66, 17:74, 21:65, 21:67

Time frame, 17:70

Title VII, 4:62, 5:57, 5:59, 5:78,  
5:80, 8:62, 9:61, 9:63, 17:81 to  
17:85, 21:78, 21:80 to 21:84

**SABBATICALS**

Leave of absence, 5:28

**SAMPLE SIZE**

Statistics, 17:63

**SCHEDULE**

Collective bargaining agreements,  
17:58, 17:61 to 17:63, 17:70,  
17:77

Evidence, 10:11, 12:7, 17:58, 17:61  
to 17:64, 17:66, 17:71, 17:74,  
17:75, 17:77 to 17:79, 17:81,  
17:83, 21:60, 21:62, 21:76

Sanctions, 17:58, 17:61 to 17:64,  
17:70, 17:77

**SEARCH**

Collective bargaining agreements,  
2:2

Computers, 5:64

Consent, 4:7, 5:2, 5:23 to 5:28, 5:54,  
5:56, 5:61, 5:63, 5:66

Equal Employment Opportunity com-  
mission, 4:7, 5:2, 5:23 to 5:28,

**SEARCH—Cont'd**

5:54 to 5:57, 5:59 to 5:61, 5:63,  
5:65, 5:66, 5:68, 5:75, 5:80,  
5:82 to 5:85, 21:66

Offices, 5:2, 5:74

Records, 2:1 to 2:3, 4:7, 5:2, 5:23 to  
5:28, 5:54 to 5:57, 5:59 to 5:76,  
5:80, 5:82 to 5:85, 13:31 to  
13:36, 17:59, 17:66 to 17:68,  
17:80, 21:58, 21:67, 21:79

**SECRETARY OF LABOR**

Department of Labor, 6:16

**SECTION 1983**

Complaints, 5:83

Evidence, 5:83

Jurisdiction, 5:83

Prima facie case, 5:83

**SELF-EMPLOYMENT**

Backpay, 21:78, 21:80, 21:81

**SENIORITY SYSTEMS**

Age Discrimination in Employment  
Act, 4:49, 5:26, 5:27, 5:58

Bona fide seniority system, 3:14,  
5:58, 7:14

Collective bargaining agreement,  
3:14, 4:42, 4:44, 4:49, 5:26,  
5:27, 5:58, 7:14, 15:14, 16:7,  
16:49, 17:58, 17:61, 17:63

Compensation, 3:14, 5:27, 5:58,  
6:22, 7:14, 16:7, 17:58, 17:61,  
17:63, 21:56, 21:64, 21:66

Intent to discriminate, 5:26, 16:7

Rehabilitation Act, 5:27, 21:56

Title VII, 3:14, 5:26, 5:27, 5:58,  
5:85, 7:14

**SETTLEMENT**

Agreements, 5:83

Americans with Disabilities Act, 5:83

Charges, 21:57

Coercion, 21:57

Consideration, 1:9, 4:48, 8:48, 21:57

Costs, 5:83, 11:1, 11:3, 12:1

Counsel, 1:1, 1:9, 4:48, 5:83, 8:48,  
11:3, 11:7, 12:1 to 12:3, 12:6,  
12:12, 12:48, 12:52, 12:57,  
12:92, 21:57

Duress, 21:57

## INDEX

### SETTLEMENT—Cont'd

Employment agencies, 17:64, 21:57  
Employment practices, 5:83  
Evidence, 1:1, 1:9, 5:83, 11:3, 11:7,  
12:1 to 12:3, 12:12, 12:52,  
12:92, 17:64, 21:57  
Hiring, 5:83, 17:64, 21:57

### SEVERANCE

Damages, 5:77, 17:58, 17:61, 17:63,  
17:64, 17:77

### SEVERANCE PAY

Agreements, 3:34, 17:61 to 17:63,  
17:70  
Cause, 5:77, 17:61 to 17:64, 17:70  
Discrimination, 3:34, 5:77, 17:61 to  
17:64, 17:70  
Forms, 5:77, 17:61, 17:63  
Language, 5:77, 17:61, 17:63  
Notification, 5:77, 17:61 to 17:64,  
17:70  
Older employees, 5:77  
Overtime pay, 17:61, 17:63  
Pension plan, 5:77, 17:62, 17:64,  
17:70  
Plan, 3:34, 5:77, 17:61 to 17:64,  
17:70  
Regulations, 17:63  
Releases, 17:64  
Retirement plans, 3:34  
Termination of, 5:77, 17:61, 17:63  
Written policies, 5:77

### SEX

Unions, 3:1, 3:33, 4:31, 4:62, 5:54,  
5:58, 5:60, 5:66, 6:16, 7:33,  
9:54, 14:2, 14:22, 15:15, 17:62,  
17:63, 17:69, 17:70, 21:3, 21:57

### SEXUAL ADVANCES

Harassment, 4:34, 5:59, 5:76, 8:34,  
9:59, 9:76, 17:76, 21:58, 21:75

### SEXUAL ORIENTATION

Benefits, 5:66, 5:68, 5:79, 5:80, 9:66,  
17:64, 17:66, 21:65, 21:67  
Collective bargaining, 17:74  
Contractors, 5:79, 17:64  
Contracts, 17:64  
Disability discrimination, 5:80

### SEXUAL ORIENTATION—Cont'd

Family responsibilities, 21:67  
Gender dysphoria, 5:79  
Gender identity, 5:66, 5:79, 9:66,  
17:66, 17:74, 21:65  
Harassment, 5:66, 5:68, 5:79, 5:80,  
9:66, 17:64, 17:66, 21:65, 21:67  
Hiring, 5:66, 5:68, 5:79, 5:80, 9:66,  
17:64, 17:66, 17:74  
Recruiting, 17:64  
Retaliation, 5:68, 5:80, 9:66, 17:66,  
17:74, 21:65, 21:67  
Sexual orientation, 5:66, 5:68, 5:79,  
5:80, 9:66, 17:64, 17:66, 17:74,  
21:65, 21:67  
Statistical evidence, 17:66, 17:74  
Tenure, 5:68, 5:80, 17:66, 17:74,  
21:65  
Title VII, 5:66, 5:79, 5:80

### SHIFT DIFFERENTIALS

Compensation, 6:22, 9:27, 9:61,  
9:63, 9:67, 9:70  
Overtime pay, 9:24 to 9:28, 9:54 to  
9:56, 9:59 to 9:64, 9:66 to 9:68,  
9:70, 9:80

### SHIFTS

Hours of work, 21:60, 21:62

### SICK LEAVE

Age discrimination, 5:28, 16:49,  
17:58, 20:49, 21:57  
Collective bargaining agreement,  
3:14, 3:23, 4:32, 5:28, 5:57,  
15:14, 15:23, 16:7, 16:49,  
17:58, 21:57  
Disability discrimination, 5:80  
Overtime pay, 16:7, 17:58  
State law, 5:57  
Taxation, 21:57  
Unions, 16:7, 21:57  
Welfare benefits, 21:57

### SITES

Unions, 17:61, 17:63

### SMOKING

Discrimination, 17:60, 21:59

### SOCIAL SECURITY

Backpay, 21:81

**SOCIAL SECURITY—Cont'd**

- Deductions, 21:57, 21:66
- Employer, 4:49, 5:64, 5:82, 5:84, 8:7, 9:23 to 9:26, 9:57, 9:58, 9:60 to 9:65, 9:67 to 9:79, 9:81 to 9:85, 12:26, 14:4, 17:58, 17:82, 18:1, 20:7, 21:56 to 21:60, 21:62, 21:64, 21:66, 21:67, 21:70, 21:74, 21:79, 21:81 to 21:83
- Employment, 4:42, 4:49, 5:64, 5:82, 5:84, 6:1, 8:7, 9:23 to 9:26, 9:57, 9:58, 9:60 to 9:65, 9:67 to 9:79, 9:81 to 9:85, 12:26, 14:4, 16:41, 17:58, 17:82, 18:1, 20:7, 21:56 to 21:60, 21:62, 21:64 to 21:67, 21:70, 21:74, 21:79, 21:81 to 21:83
- Life insurance, 5:84, 9:24 to 9:26, 9:60 to 9:64, 9:67, 9:68, 9:70, 17:58, 21:59, 21:64, 21:74
- Taxation, 5:84, 21:57
- Wages, 5:82, 8:7, 9:23 to 9:26, 9:57, 9:58, 9:60 to 9:65, 9:67 to 9:79, 9:81 to 9:85, 12:26, 20:7, 21:56 to 21:60, 21:62, 21:64 to 21:67, 21:79, 21:81 to 21:83

**SOLE PROPRIETORSHIP**

- Unions, 5:60, 17:61 to 17:64, 17:69, 17:70

**STANDARD DEVIATIONS**

- Statistical evidence, 5:83

**STATISTICAL EVIDENCE**

- Discipline, 17:66, 17:68, 17:77
- Qualified labor market, 9:57, 9:65
- Relevant labor market, 5:74
- Significant statistical disparity, 5:74
- Standard deviations, 5:83

**STATISTICAL SIGNIFICANCE**

- Statistics, 5:83

**STATUS QUO**

- Unions, 21:57

**STOCK OPTIONS**

- Dividends, 17:75, 21:74, 21:76
- Option, 21:76
- Stock, 17:75, 21:74, 21:76

**STORES**

- Unions, 5:54, 5:58, 5:60, 5:66

**SUBJECT MATTER  
JURISDICTION**

- Complaints, 5:83

**SUBMISSION**

- Collective bargaining agreements, 17:77

**SUGGESTIONS**

- Benefits, 17:58, 17:77, 21:57, 21:76
- Overtime pay, 17:58, 17:77

**SUMMARY JUDGMENT**

- Disputed facts, 11:7
- Intent, 5:84
- Motive, 12:3
- Partial summary judgment, 11:2

**SUSPENSION**

- Medical benefits, 21:65
- Social security benefits, 21:57
- Unions, 4:62, 8:62, 17:61 to 17:64, 17:70, 21:57

**TAXATION**

- Annuities, 21:57
- Front pay, 5:84
- Garnishment, 21:57
- Punitive damages, 5:84
- Social security, 5:84, 21:57

**TELEPHONE**

- Companies, 5:79, 5:84, 21:57

**TELEVISION**

- Unions, 3:1, 17:62, 17:64

**TERMINATION**

- Attendance problems, 5:80
- Burden of proof, 5:59, 5:61, 5:75, 5:77, 5:80, 5:81, 5:83, 5:84
- Cause, 4:7, 4:47, 5:58 to 5:66, 5:68, 5:70, 5:74 to 5:81, 5:83, 5:84, 9:57 to 9:66, 9:68, 9:77, 9:80, 12:60, 17:60 to 17:64, 17:68, 17:70, 17:77, 18:1, 21:56, 21:57, 21:59, 21:61, 21:63, 21:64, 21:66, 21:69, 21:76
- Consideration, 5:58, 5:60, 5:62, 5:70, 5:74, 5:77, 5:78, 5:81, 5:84,

## INDEX

### TERMINATION—Cont'd

5:85, 9:60, 9:67, 9:71, 9:78,  
9:79, 9:81, 17:62, 17:70, 17:77,  
21:57, 21:61

Constructive discharge, 5:58, 5:60,  
5:76 to 9:76, 17:60, 17:68,  
17:77, 20:45, 21:57, 21:61,  
21:63, 21:75, 21:76

Customers, 5:58, 5:62 to 5:64, 5:70,  
5:74, 5:75, 5:78, 5:79, 5:81,  
10:13, 17:61 to 17:64, 17:77,  
21:58, 21:65, 21:67

Damages, 5:23 to 5:26, 5:57 to 5:61,  
5:63, 5:66, 5:74, 5:76, 5:77,  
5:80, 5:81, 5:83 to 5:85, 6:6,  
9:2, 9:23, 9:24, 9:57 to 9:61,  
9:63, 9:65, 9:66, 9:69, 9:71,  
9:72, 9:75 to 9:81, 9:83, 17:61,  
17:63, 17:64, 17:68, 17:77,  
17:80, 17:81, 21:56 to 21:67,  
21:69, 21:71, 21:74 to 21:76,  
21:79

Disclaimers, 5:64

Elimination of position, 17:61 to  
17:64, 17:70, 21:59

Errors, 17:61, 17:63, 21:58, 21:65 to  
21:67, 21:74, 21:79

Evidence, 4:47, 5:28, 5:57 to 5:61,  
5:63, 5:64, 5:66, 5:68, 5:74 to  
5:78, 5:80, 5:81, 5:83 to 5:85,  
9:23, 9:24, 9:57, 9:61, 9:63,  
9:65, 9:83, 12:60, 17:61 to  
17:64, 17:68, 17:75, 17:77 to  
17:79, 17:81, 17:83, 20:45,  
20:47, 21:56, 21:57, 21:60,  
21:62, 21:64, 21:76

Fair dealing, 5:76, 5:84, 17:68

Federal employment, 5:57, 5:81

Fighting, 17:60 to 17:64, 17:70,  
21:59, 21:60, 21:62, 21:69

Forum, 5:83, 5:84, 9:60

Front pay, 5:81, 5:83, 5:84, 9:57,  
9:69, 17:61, 17:63, 21:56,  
21:59, 21:61, 21:63, 21:64,  
21:69, 21:76

Good faith and fair dealing, 5:76,  
5:84, 17:68

Illegal conduct, 9:81

Insubordination, 17:60 to 17:64,  
17:70, 21:59 to 21:63, 21:69,  
21:76

### TERMINATION—Cont'd

Intent to discriminate, 5:23 to 5:26

Intentional infliction of emotional  
distress, 4:34, 5:59, 21:59,  
21:61, 21:63, 21:65, 21:69,  
21:74, 21:76

Internal Revenue Service, 5:83

Intolerable working conditions, 5:76,  
9:76

Invasion of privacy, 5:59, 5:64,  
21:63

Legitimate expectations, 5:77

Length of service, 21:57

Lost earnings, 5:58, 21:57

Motives, 5:54, 5:66

Nominal damages, 5:81

Nondiscrimination policies, 17:61,  
17:63

Performance appraisals, 4:47, 17:80,  
20:45, 20:47, 21:57 to 21:63,  
21:65 to 21:67, 21:69, 21:76,  
21:79

Pleadings, 5:83

Prima facie case, 5:58 to 5:60, 5:65,  
5:68, 5:74, 5:77, 5:78, 5:80,  
5:81, 5:83 to 5:85, 17:85

Privacy, 5:59, 5:64, 17:64, 21:63

Punitive damages, 5:59, 5:61, 5:77,  
5:81, 5:83, 5:84, 9:2, 9:57,  
9:61, 9:63, 9:69, 9:72, 9:76,  
9:80, 9:81, 17:61, 17:63, 17:81,  
21:56, 21:59 to 21:64, 21:66,  
21:69, 21:71, 21:75, 21:76

Reinstatement, 5:28, 5:58, 5:77,  
5:81, 5:83, 5:84, 9:76, 17:61,  
17:63, 17:77, 20:7, 21:56, 21:59  
to 21:64, 21:69, 21:71, 21:75,  
21:76

Release of liability, 17:60

Remedies, 5:55, 5:57, 5:58, 5:61,  
5:70, 5:76 to 5:79, 5:81, 5:83,  
5:84, 9:55, 9:57, 9:61, 17:61 to  
17:64, 17:70, 17:84, 17:85,  
21:56

Settlement, 5:83, 17:64, 21:57

State law, 5:54, 5:57, 5:59, 5:76,  
5:81, 5:84, 9:54, 17:75, 17:80

Suspension, 5:78, 6:4, 6:6, 9:2, 9:23,  
9:24, 9:57, 9:58, 9:65, 12:60,  
17:60 to 17:64, 17:70, 18:4,

**TERMINATION—Cont'd**

20:7, 21:56 to 21:67, 21:69,  
21:76, 21:79

Tax, 17:61 to 17:64, 17:70, 17:82,  
21:57, 21:66

Timing, 5:68, 17:62, 17:64, 17:70,  
21:61, 21:67, 21:69, 21:76

Wrongful termination, 5:64, 5:76,  
9:61

**TERMS OF EMPLOYMENT**

Age Discrimination in Employment  
Act, 4:43, 17:62

Collective bargaining agreements,  
17:62, 17:70

Defined, 5:60, 17:72, 21:71, 21:75

Grievance procedures, 5:60, 5:68,  
9:64

Language, 5:60, 5:68

Services, 5:60, 17:60, 17:62, 17:64,  
17:70

Title VII, 5:60, 21:75

**TESTS**

Disparate impact, 4:23, 5:25, 5:57,  
5:58, 5:61, 5:74, 5:85, 7:3, 7:4,  
7:11, 9:2, 9:25, 9:26, 9:62, 9:77,  
16:5, 17:2, 17:57, 17:65, 17:81,  
18:11, 19:3, 21:3, 21:56, 21:60  
to 21:62, 21:64, 21:76

**THREATS**

Violence, 9:73

**TITLE VII**

Administration, 4:1, 4:21, 4:31, 5:57,  
5:58, 5:63, 5:66, 5:69, 5:74,  
5:78, 5:79, 5:81, 6:16

Age Discrimination in Employment  
Act, 5:2, 5:23 to 5:28, 5:56,  
5:58, 5:69, 5:83, 5:84, 6:2,  
6:16, 9:2, 9:23 to 9:28, 18:16

Attorneys, 5:59, 5:65, 5:78 to 5:81,  
5:83, 5:84, 9:81, 17:59, 17:80  
to 17:85, 21:78, 21:80 to 21:84

Backpay, 21:78, 21:80, 21:81

Bona fide occupational qualifications,  
3:1, 5:2, 5:23, 5:78

Bonuses, 5:57, 5:60, 9:24 to 9:28,  
9:54 to 9:56, 9:60, 9:61, 9:63,  
17:59, 17:80

Class actions, 5:83, 6:2

**TITLE VII—Cont'd**

Complaints, 4:12, 4:13, 4:34, 4:62,  
5:23 to 5:28, 5:54 to 5:61, 5:63,  
5:65, 5:66, 5:69, 5:74, 5:80,  
5:81, 5:83, 5:84, 9:60, 9:61,  
9:63, 17:59, 17:80 to 17:85,  
21:78, 21:80 to 21:84

Conciliation, 3:16, 4:35, 5:23 to  
5:28, 5:54, 5:56, 5:59, 5:61,  
5:63, 5:66, 5:84, 6:16, 18:16

Costs of litigation, 5:83, 5:84

Counsel, 2:2, 2:3, 3:1, 3:14, 3:16,  
3:23, 4:1, 4:12, 4:13, 4:21,  
4:31, 4:34, 4:35, 4:62, 5:2, 5:3,  
5:23 to 5:28, 5:54 to 5:56, 5:58  
to 5:61, 5:63, 5:65, 5:66, 5:69,  
5:74, 5:78 to 5:81, 5:83 to 5:85,  
6:2, 6:16, 7:1, 9:2, 9:3, 9:23 to  
9:28, 9:54 to 9:56, 9:60, 9:61,  
9:63, 9:81, 18:16

Damages, 2:33, 5:23 to 5:26, 5:57 to  
5:61, 5:63, 5:66, 5:74, 5:80,  
5:81, 5:83 to 5:85, 9:2, 9:23,  
9:24, 9:60, 9:61, 9:63, 9:76,  
9:81, 17:59, 17:80, 17:81, 20:1,  
20:11, 21:75, 21:78, 21:80 to  
21:84

Deferral agency, 5:59

Employment agencies, 4:31, 4:62,  
5:3, 5:23 to 5:26, 5:54 to 5:56,  
5:58, 5:65, 5:66, 5:69, 5:74,  
6:16, 8:62, 9:54, 21:78

Equal Employment Opportunity  
Commission, 3:1, 4:35, 5:2,  
5:23 to 5:28, 5:54 to 5:61, 5:63,  
5:65, 5:66, 5:78 to 5:85, 6:16,  
18:16

Estoppel, 5:84

Evidence, 3:23, 5:28, 5:57 to 5:61,  
5:63, 5:66, 5:69, 5:74, 5:78,  
5:80 to 5:85, 7:14, 9:23, 9:24,  
9:61, 9:63, 17:81, 17:83

Expenses, 3:23, 5:28, 5:83, 5:84, 9:2,  
9:23, 9:24, 9:27, 9:28, 9:54 to  
9:56, 9:60, 9:61, 9:63, 9:81,  
17:59, 17:80, 21:75

Federal agency, 5:2, 5:23 to 5:28,  
5:54 to 5:56, 5:65, 5:66

Federal employment, 5:57, 5:69,  
5:81

## INDEX

### TITLE VII—Cont'd

Fringe benefits, 3:23, 5:28, 5:57, 5:58, 5:61, 5:63, 5:65, 5:80, 5:83 to 5:85, 7:23, 9:27, 9:28, 9:76, 21:78, 21:82 to 21:84

Harassment cases, 5:59

Hiring, 2:2, 2:3, 3:1, 3:16, 4:1, 4:2, 4:13, 4:21, 4:31, 4:32, 4:34, 4:35, 4:62, 5:2, 5:23 to 5:26, 5:54 to 5:61, 5:63, 5:65, 5:66, 5:74, 5:78 to 5:85, 7:1, 7:2, 7:16, 8:6, 8:11, 8:13, 8:32, 9:23, 9:24, 9:54 to 9:56, 9:61, 9:81, 17:59, 17:80 to 17:85, 20:11, 20:21, 21:78, 21:80 to 21:82, 21:84

Investigations, 5:59, 5:60, 5:66, 5:80, 5:82, 17:59, 17:80

Job discrimination laws, 5:59

Jurisdiction, 5:59, 5:65, 5:81, 5:83, 5:84, 9:81

Local governments, 5:84

Notice, 3:1, 3:16, 5:57 to 5:60, 5:65, 5:66, 5:69, 5:74, 5:78 to 5:81, 5:83, 5:84, 6:2, 6:16, 9:60, 9:81, 17:59, 18:16, 20:1, 20:11, 21:78, 21:80

Parties, 3:14, 3:16, 3:23, 4:32, 5:2, 5:23 to 5:28, 5:54 to 5:56, 5:59 to 5:61, 5:63, 5:65, 5:66, 5:80 to 5:85, 6:16, 8:6, 9:23 to 9:28, 9:54 to 9:56, 9:60, 9:61, 9:63, 9:76, 9:81, 17:59, 17:80 to 17:85, 18:16, 20:1, 20:11, 20:21, 21:75, 21:78, 21:80 to 21:82

Pleadings, 5:83

Punitive damages, 5:59, 5:61, 5:81, 5:83, 5:84, 9:2, 9:61, 9:63, 9:76, 9:81, 17:81, 21:75, 21:78, 21:80 to 21:84

Retaliation, 4:62, 5:57, 5:59, 5:78, 5:80, 8:62, 9:61, 9:63, 17:81 to 17:85, 21:78, 21:80 to 21:84

Seniority, 3:14, 3:16, 3:23, 4:2, 4:12, 4:32, 4:35, 5:2, 5:26 to 5:28, 5:54, 5:56 to 5:58, 5:61, 5:63, 5:66, 5:69, 5:78 to 5:81, 5:83, 5:85, 7:14, 7:23, 8:32, 9:2, 9:23, 9:24, 9:27, 9:28, 9:54 to 9:56, 9:60, 9:61, 9:63, 20:1,

### TITLE VII—Cont'd

20:11, 21:75, 21:78, 21:80 to 21:84

Service, 3:14, 5:58, 5:83, 7:14, 9:23 to 9:26, 9:60, 9:61, 9:63, 17:59, 17:80 to 17:85, 18:16

Settlements, 21:78, 21:80 to 21:84

State laws, 5:65, 5:69, 21:78, 21:80 to 21:84

Statistical evidence, 5:58, 5:74, 5:83, 17:81, 17:83

Terms, 2:33, 3:14, 3:16, 4:12, 4:31, 5:2, 5:24 to 5:28, 5:54 to 5:61, 5:63, 5:65, 5:66, 5:78 to 5:81, 5:83 to 5:85, 6:16, 7:14, 9:2, 9:23, 9:24, 9:54, 9:55, 9:60, 9:81, 17:59, 17:80 to 17:85, 21:75

Trial, 5:2, 5:3, 5:23 to 5:28, 5:55, 5:56, 5:58 to 5:61, 5:63, 5:65, 5:66, 5:74, 5:78 to 5:85, 9:2, 9:23 to 9:28, 9:54 to 9:56, 9:60, 9:61, 9:63, 9:76, 9:81, 17:59, 17:80 to 17:85, 21:78, 21:80 to 21:84

Unions, 3:1, 4:31, 4:62, 5:54, 5:58, 5:60, 5:66, 5:74, 6:16, 8:62, 9:1, 9:54, 9:60

### TORTS

Preemption, 5:59

### TRAINEES

Unions, 15:15

### TRANSPORTATION

Drivers, 21:57

### TUBERCULOSIS

Exposure, 21:57

### TUITION

Fringe benefits, 3:23, 17:61, 17:63

### UNDERUTILIZATION

Affirmative action plans, 17:58

### UNFAIR LABOR PRACTICES

Agreements, 14:2

Bargaining, 14:2

Benefits, 14:2

Breach, 14:2

**UNFAIR LABOR PRACTICES**

—Cont'd

Breach of duty of fair representation, **14:2**  
 Business, **14:2**  
 Collective bargaining, **14:2**  
 Collective bargaining agreements, **14:2**  
 Conditions, **14:2**  
 Date, **14:2**  
 Discrimination, **14:2**  
 Employees, **14:2**  
 Employers, **14:2**  
 Grievances, **14:2**  
 Hiring, **14:2**  
 Identification, **14:2**  
 Lists, **14:2**  
 Location, **14:2**  
 Nature, **14:2**  
 Nonmembers, **14:2**  
 Number, **14:2**  
 Office, **14:2**  
 Officers, **14:2**  
 Operation, **14:2**  
 Organization, **14:2**  
 Parties, **14:2**  
 Practices, **14:2**  
 Preferences, **14:2**  
 Privileges, **14:2**  
 Processing, **14:2**  
 Rejection, **14:2**  
 Representation, **14:2**  
 Requests, **14:2**  
 Responsibilities, **14:2**  
 Restrictions, **14:2**  
 Rights, **14:2**  
 Unions, **14:2**

**UNION MEMBERS**

Complaint, **5:55, 5:65, 14:2**  
 Contracts, **5:55, 5:65**  
 Damages, **17:23**  
 Defenses, **17:23**  
 Employee, **3:1, 5:55, 5:65, 14:2, 15:1, 17:23**  
 Employer, **3:1, 5:55, 5:65, 14:2, 15:1, 17:23**  
 Enforcement, **5:55**

**UNION MEMBERS—Cont'd**

Jurisdiction, **5:65**  
 Notice, **3:1, 5:65, 15:1, 17:23**  
 Officers, **5:55, 14:2**  
 Parties, **5:55, 5:65, 14:2**  
 Procedure, **5:65**  
 Relief, **17:23**  
 Remedies, **5:55**  
 Waiver, **5:55, 5:65**

**UNITED STATES**

National Labor Relations Act, **2:2**

**UPGRADING**

Promotions, **5:57, 5:80**

**VACANCIES**

Collective bargaining agreements, **15:13, 15:16, 17:25, 17:26, 17:58, 17:62, 17:63, 17:69, 17:77**  
 Federal employment, **5:69, 5:81**

**VALIDITY**

Statistics, **5:23, 7:3, 7:4, 7:16, 9:25, 9:62, 9:77, 17:58, 17:63, 19:3, 21:60, 21:62**

**VICARIOUS LIABILITY**

Harassment, **17:76**  
 Training, **17:76**

**VIOLATIONS**

Federal employment, **5:81**

**WAGES**

Defined, **3:23, 5:54, 5:58, 5:60, 5:81, 5:83, 9:55, 9:56, 9:60, 21:64, 21:71, 21:75**  
 National Labor Relations Act, **9:2**

**WAIVER**

Age Discrimination in Employment Act, **4:43, 5:2, 5:23 to 5:28, 5:56, 5:62, 5:71, 5:75, 5:77, 9:77, 17:62, 20:48, 21:57, 21:74**  
 Motions, **12:24**  
 National Labor Relations Act, **5:2**  
 Privilege, **1:9, 5:57, 17:57, 17:58, 17:65, 21:57, 21:76**

**WASHING**

Automobiles, **21:57**

INDEX

**WILLFULNESS**

- Age Discrimination in Employment Act, **21:68**
- Liquidated damages, **21:68**

**WITHHOLDING**

- Retaliation, **5:73**

**WITNESSES**

- Examination of witnesses, **6:12, 12:95**
- Federal employment, **5:81**

**WITNESSES—Cont'd**

- Unions, **4:62, 5:58, 5:60, 8:62, 9:60, 16:7, 17:61 to 17:64, 17:67, 17:69, 17:70, 21:3, 21:57**

**WORK PRODUCT PRIVILEGE**

- Discovery, **12:59**

**WORKING CONDITIONS**

- Job descriptions, **3:21**
- Unions, **17:61, 17:63, 17:67, 21:57**

**YOUNGER WORKERS**

- Recruitment, **21:57**