

# Index

## **ABORTIONS**

Medical benefits, **1:68**

## **ACQUIRED**

### **IMMUNODEFICIENCY SYNDROME**

Americans with Disabilities Act,  
**4:125**

## **ACQUISITION**

Affordable Care Act, **4:147**  
Agreements, **4:147**  
Amendments, **4:215**  
Assumption, **4:147, 4:215**  
Disability, **4:147, 4:215**  
Disabled employees, **4:215**  
Modification, **4:93, 4:147, 4:215**  
Options, **4:147, 4:215**  
Severance, **4:147**  
Termination, **4:147, 4:215**  
Transfers, **4:147**

## **ACTIVE DUTY**

Family and Medical Leave Act,  
**3:4, 3:5, 3:12, 3:19, 3:20,  
3:30, 3:31, 3:40, 3:52, 3:57,  
3:68, 3:71, 3:122**

## **ADA AMENDMENTS ACT OF 2008**

Americans with Disabilities Act,  
**1:69, 4:14, 4:215**

## **ADOPTION**

Medical benefits, **1:10, 1:24 to  
1:27, 1:30, 1:37, 1:38, 1:59,  
5:56**

## **ADVERSE EMPLOYMENT ACTION**

Americans with Disabilities Act,  
**4:129, 4:147, 4:149, 4:206,**

## **ADVERSE EMPLOYMENT**

### **ACTION—Cont'd**

**4:215, 4:221, 8:18**

## **AFFIRMATIVE ACTION**

Compliance, **4:4, 4:215**  
Coverage, **4:215**  
Enforcement, **4:54, 4:55, 4:215**  
Evidence, **4:55, 4:215**  
Good faith, **4:215**  
Government contractors, **4:4**  
Government employers, **4:55**  
Notice, **4:215**  
Proof, **4:215**  
Reasonable accommodation  
requirement, **4:215**  
Supreme Court cases, **4:215**

## **AGE DISCRIMINATION**

ADEA, **2:14, 2:15, 3:83, 3:91,  
4:8, 4:147, 4:215, 4:216,  
4:235, 5:26, 8:3**  
Agencies, **4:147, 8:3**  
Backpay, **4:215**  
Benefits, **2:14, 2:15, 3:91, 4:8,  
4:147, 4:215, 4:235, 5:26,  
8:3**  
Benefits discrimination, **5:26**  
Business necessity, **4:147, 4:215**  
Causation, **4:215**  
Compensation, **2:14, 2:15, 4:215,  
5:26**  
Complaint, **4:147, 4:215, 4:216,  
8:3**  
Constructive discharge, **4:215**  
Damages, **3:91, 4:8, 4:215, 4:235**  
Defenses, **4:215, 4:235**  
Determinative factor, **4:215**  
Discipline, **4:147**

**AGE DISCRIMINATION**

**—Cont'd**

Disparate impact, 4:147, 4:215, 5:26  
 Disparate treatment, 4:147, 4:215, 5:26  
 Employees, 2:14, 2:15, 4:8, 4:147, 4:184, 4:215, 4:216, 4:235, 8:3  
 Employers, 4:8, 4:147, 4:184, 4:215, 4:216, 4:235, 8:3  
 Equal Employment Opportunity Commission, 4:8, 4:215, 8:3  
 Federal employers, 4:215  
 Federal law, 4:147, 4:215  
 Front pay, 4:215  
 General discussion, 4:147  
 Government employers, 4:147  
 Harassment, 4:147, 4:215, 4:216, 8:3  
 Hostile environment, 4:215  
 Liquidated damages, 3:91  
 Local government employers, 4:147  
 Notice, 4:147, 4:215, 8:3  
 Officials, 4:147  
 Parties, 4:215  
 Pretext, 4:215  
 Prima facie case, 4:215  
 Prohibited practices, 3:83  
 Qualifications, 4:215  
 Reinstatement, 3:91, 4:8, 4:215  
 Remedies, 4:8, 4:184, 4:215  
 Retaliation, 3:83, 4:8, 4:147, 4:215, 4:216, 8:3  
 Tax, 2:14, 4:215  
 Willfulness, 3:91

**AGE DISCRIMINATION IN EMPLOYMENT ACT**

Alternative dispute resolution, 4:8, 4:235  
 Business judgment, 4:215  
 Complaints, 3:83, 4:215, 8:3  
 Conference, 4:147

**AGE DISCRIMINATION IN EMPLOYMENT ACT**

**—Cont'd**

Counsel, 4:147, 4:215  
 Date, 4:147, 4:215  
 Defenses, 4:215, 4:235  
 Disclosures, 4:147  
 Employment agencies, 4:147  
 Equal Employment Opportunity Commission, 4:8, 4:215, 8:3  
 Evidence, 4:147, 4:215  
 General discussion, 4:147  
 Intent, 4:215  
 Investigations, 4:216, 8:3  
 Notice, 4:147, 4:215, 8:3  
 Older Workers Benefit Protection Act, 2:15  
 Parties, 4:215  
 Pretext, 4:215  
 Private employers, 4:147  
 Reports, 4:147  
 Retaliation, 3:83, 4:8, 4:147, 4:215, 4:216, 8:3  
 Seniority systems, 4:215  
 Service, 3:18, 4:203, 4:215  
 Statistical evidence, 4:215  
 Terms, 3:83, 4:147, 4:215, 5:26, 8:3  
 Training, 4:147, 4:215, 4:216, 8:3  
 Willfulness, 3:91

**AGENCIES**

Labor relations, 3:10

**AIDS**

Alcohol, 1:60, 1:72, 4:166, 6:1  
 Amendment, 4:14, 4:215  
 Americans with Disabilities Act, 4:14, 4:15, 4:24, 4:48, 4:66, 4:109, 4:114 to 4:116, 4:118, 4:121 to 4:125, 4:129, 4:130, 4:133, 4:136, 4:137, 4:139, 4:166, 4:199, 4:200, 4:215, 8:15  
 Analysis, 4:14, 4:15, 4:215  
 Answers, 8:15

## INDEX

### AIDS—Cont'd

Appeals, **4:215**  
Applicants for employment, **4:66**  
Arrangements, **4:137**  
Assessment, **4:15, 4:215, 6:1**  
Assignments, **4:66, 4:114, 4:115, 4:118, 4:121, 4:124, 4:125, 4:129, 4:136**  
Assistance, **1:60, 4:15, 4:109, 4:115, 4:116, 4:118, 4:121, 4:123, 4:129, 4:130, 4:136, 4:139, 4:199, 4:215, 6:1, 8:15**  
Assistants, **1:72**  
Attendance, **4:133, 4:137, 4:215, 8:15**  
Attorneys, **8:15**  
Availability, **4:200, 4:215**  
Awards, **4:215**  
Bargaining, **1:60, 4:215**  
Behavior, **4:122, 4:215, 8:15**  
Benefits, **1:60, 1:72, 4:15, 4:66, 4:123, 4:125, 4:215, 6:1, 8:15**  
Bias, **4:130**  
Breaks, **4:15, 4:66, 4:109, 4:114 to 4:116, 4:118, 4:121, 4:123 to 4:125, 4:129, 4:130, 4:136, 4:137, 4:215**  
Building, **4:118, 4:121, 4:123, 4:200**  
Business, **4:15, 4:48, 4:66, 4:215**  
Cards, **4:114**  
Care, **1:60, 1:72, 4:114, 4:124, 4:125, 4:166, 4:215, 8:15**  
Career, **6:1**  
Carpal tunnel syndrome, **4:109**  
Centers, **4:124, 4:125, 4:139, 4:200, 4:215**  
Certification, **4:115**  
Change, **4:14, 4:15, 4:66, 4:125, 4:215**  
Characteristics, **4:115**  
Checking, **4:200**  
Citations, **4:215**

### AIDS—Cont'd

Claims, **4:15, 4:215**  
Collective bargaining, **1:60, 4:215**  
Collective bargaining agreements, **1:60**  
Compensation, **4:15, 4:215, 6:1**  
Complaints, **4:215**  
Compliance, **4:215**  
Components, **4:215**  
Concerns, **4:215, 8:15**  
Conditions, **1:60, 1:72, 4:24, 4:48, 4:118, 4:123, 4:125, 4:133, 4:137, 4:200, 4:215, 8:15**  
Conflicts, **4:215**  
Constructive discharge, **4:215**  
Contractors, **4:15**  
Contracts or agreements, **1:60**  
Coordination, **1:72, 4:114, 4:121, 4:129, 4:139**  
Costs, **4:215, 8:15**  
Counsel, **4:215**  
Coverage, **1:72, 4:14, 4:15, 4:215, 8:15**  
Creating, **4:215**  
Cumulative trauma disorders, **4:121**  
Current employees, **4:48**  
Data, **4:139**  
Dealing with, **4:66, 4:122, 4:215**  
Death, **1:72, 4:114, 4:124, 4:139**  
Decrease, **4:123, 4:215**  
Defamation, **4:215**  
Definitions, **4:15, 4:215**  
Denial, **4:15, 4:215**  
Dependents, **1:60, 1:72, 8:15**  
Design, **4:109, 4:114 to 4:116, 4:121, 4:123 to 4:125, 4:129, 4:130, 4:136, 6:1**  
Designing, **4:215**  
Details, **4:66, 4:200**  
Discharge of employees, **4:215**  
Discomfort, **4:137**  
Discrimination, **1:72, 4:15, 4:66, 4:122, 4:133, 4:166, 4:199, 4:215, 8:15**

EMPLOYEE MEDICAL LEAVE

**AIDS—Cont'd**

Discussions, 8:15  
Diseases, 4:109, 4:118, 4:124,  
4:130, 4:215  
Disputes, 4:215  
Drugs, 1:60, 4:15, 4:166, 6:1  
Duration, 4:15, 4:133, 4:215  
Duties and responsibilities, 4:215  
E-mail, 4:122  
Eaps, 6:1  
Earnings, 4:215  
Elements, 4:215  
Eligibility, 1:72, 4:15  
Emergency, 1:60, 1:72, 4:118,  
4:122, 4:124, 4:137, 4:199,  
4:200  
Employee assistance programs,  
4:109, 4:115, 4:116, 4:118,  
4:121, 4:123, 4:130, 4:136,  
6:1  
Employment agencies, 4:15  
Enforcement, 4:14, 4:199, 4:200,  
4:215, 8:15  
Enrollment, 1:60  
Entertainment, 4:215  
Equal Employment Opportunity  
Commission, 4:14, 4:15,  
4:24, 4:48, 4:66, 4:215  
Equal employment opportunity,  
4:14, 4:15, 4:24, 4:48, 4:66,  
4:215  
Essential functions, 4:66, 4:215  
Establishing, 4:15, 4:215  
Evidence, 4:15, 4:109, 4:129,  
4:130, 4:215  
Examination, 4:48  
Exercise, 4:215  
Expenses, 4:215  
Experience, 4:118, 4:121, 4:125,  
4:215  
Exposure, 4:215  
Facilities, 1:60, 1:72, 4:66, 4:118,  
4:215  
Factors, 4:122, 4:133, 4:215  
Facts, 4:15, 4:215, 8:15

**AIDS—Cont'd**

Fair, 1:60, 4:215  
Fair Labor Standards Act, 1:60  
Family, 1:60, 1:72, 4:130, 4:200,  
4:215, 6:1, 8:15  
Fees, 4:215  
Females, 4:139  
Files, 4:215, 8:15  
Filing, 4:215, 8:15  
Fitness, 4:48  
Flsa, 4:215  
Fmla, 4:115  
Food, 4:118, 4:124, 4:125, 4:133,  
4:139, 4:215, 8:15  
Forklifts, 4:122  
Forms, 4:66, 4:215  
Frequency, 4:122, 4:215  
Funding, 4:215  
Goals, 4:139  
Grooming, 4:139  
Groups, 4:122, 8:15  
Guards, 4:115, 4:121, 4:123  
Guidelines, 4:215  
Handling, 4:124  
Harassment, 4:15, 4:215, 8:15  
Hazards, 4:118  
Health, 1:60, 1:72, 4:109, 4:118,  
4:121 to 4:125, 4:139, 4:166,  
4:215, 6:1, 8:15  
Health care, 1:60, 1:72, 4:166,  
8:15  
Health maintenance organizations,  
1:60  
Heart disease, 4:24, 4:123, 4:133,  
4:215  
Hiv/AIDS, 4:125, 8:15  
HMO, 1:60  
Hours, 1:72, 4:109, 4:114 to  
4:116, 4:118, 4:121, 4:123 to  
4:125, 4:129, 4:130, 4:136,  
8:15  
Illnesses, 1:72, 4:125  
Importance, 4:14, 4:200, 4:215  
In-house, 4:122  
Incidents, 4:215

## INDEX

### AIDS—Cont'd

Income, 4:215  
Information, 4:48, 4:109, 4:115, 4:116, 4:118, 4:121 to 4:123, 4:125, 4:130, 4:136, 4:200, 4:215, 8:15  
Injuries, 4:215  
Inquiry, 4:15, 4:215  
Insurance, 1:72, 4:125, 4:133, 8:15  
Issues, 4:115, 4:121, 4:137, 4:199, 4:200, 4:215, 8:15  
Jargon, 4:215  
Job descriptions, 4:215  
Job performance, 4:66, 4:122, 6:1  
Job sharing, 4:118  
Keeping, 4:15  
Laws, 1:60, 1:72, 4:15, 4:48, 4:215  
Legal, 1:72, 4:166, 4:215, 6:1, 8:15  
Liability, 4:133, 4:215  
Lighting, 4:115, 4:121 to 4:123, 4:125, 4:129  
Lists, 4:14, 4:115, 4:121, 4:136, 4:215  
Making, 1:60, 4:66, 4:122, 4:123, 4:139, 4:200, 4:215, 8:15  
Management, 4:15, 4:115, 4:116, 4:118, 4:121, 4:125, 4:136, 4:137, 4:215, 6:1, 8:15  
Manufacturing, 4:14, 4:215  
Mcdonnell Douglas, 4:215  
Meals, 1:60  
Media, 4:125  
Mediation, 8:15  
Meetings, 1:60, 4:115, 4:121, 4:122, 4:136, 4:200  
Merit, 4:215  
Methods, 4:139, 4:215  
Minimum, 1:60, 1:72  
Misconduct, 4:215  
Model, 4:215  
Modification, 4:66, 4:215  
Monitoring, 4:48

### AIDS—Cont'd

Motivation, 4:122, 4:130, 4:215  
Needs, 4:15, 4:66, 4:118, 4:137, 4:200, 4:215, 6:1, 8:15  
Notice, 4:215, 8:15  
Number, 1:60, 4:15, 4:48, 4:66, 4:137, 4:139, 4:215, 8:15  
Objectives, 6:1  
Open door policy, 4:124, 4:125  
Operation, 4:15, 4:66, 4:215, 6:1  
Operators, 4:200  
Options, 4:66, 4:118, 4:139, 4:215  
Organizations, 1:60, 4:15  
Overtime, 4:215  
Overview, 4:14, 4:15, 4:109, 4:114 to 4:116, 4:121 to 4:125, 4:129, 4:130, 4:136, 4:137, 4:139, 6:1  
Parking, 4:109, 4:114, 4:116, 4:121, 4:123, 4:129, 4:130, 4:136, 4:215  
Part-time, 4:66, 4:130, 4:136, 4:137, 4:215, 8:15  
Participation, 4:215, 8:15  
Parties, 4:66, 4:200, 4:215  
Pay, 1:60, 4:215, 8:15  
Payment, 1:72  
Penalties, 1:60, 4:215  
Performance, 4:15, 4:66, 4:122, 4:130, 4:166, 4:215, 6:1, 8:15  
Personal problems, 6:1  
Physical discomfort, 4:137  
Place, 4:66, 4:114, 4:122, 4:125, 4:136, 4:137, 4:139, 4:200, 4:215  
Planning, 1:60, 4:137, 4:215, 6:1  
Plans, 4:215  
Points, 4:200, 4:215  
Policies, 1:72, 4:66, 4:215, 6:1, 8:15  
Power, 4:122, 4:139  
Practices, 4:15, 4:137, 4:215, 8:15  
Prevention, 4:124, 4:125, 4:215, 6:1

**AIDS—Cont'd**

Productivity, 4:133, 4:215  
 Programs, 4:15, 4:109, 4:115,  
 4:116, 4:118, 4:121, 4:123,  
 4:130, 4:136, 4:215, 6:1  
 Proof, 4:15, 4:121, 4:215  
 Protection, 1:60, 4:14, 4:15, 4:24,  
 4:122, 4:133, 4:215, 8:15  
 Publications, 4:14  
 Questions, 1:72, 4:122, 4:215,  
 8:15  
 Radiation, 1:60, 4:125  
 Radio, 4:122, 4:215  
 Rates, 4:139  
 Rationale, 4:215  
 Reduction, 1:72, 4:118, 4:215  
 Reemployment, 4:215  
 References, 4:215  
 Refusal, 4:215  
 Regulation, 1:72, 4:215  
 Rehabilitation, 1:60, 4:14, 4:15,  
 4:24, 4:133, 4:139, 4:215  
 Religion, 4:215  
 Relocation, 4:137  
 Requests, 4:66, 4:122, 4:200, 8:15  
 Resignation, 4:215  
 Resolution, 4:125, 4:215  
 Response, 4:124, 4:200, 4:215  
 Responsibilities, 4:115, 4:121,  
 4:136, 4:215  
 Restrictions, 1:72, 4:215  
 Retention, 4:123  
 Retirement, 4:123  
 Rights, 1:72, 4:66, 4:122, 4:215,  
 8:15  
 Rules, 4:15, 4:66, 4:215  
 Safety, 4:118, 4:133, 4:139,  
 4:200, 4:215  
 Salary, 4:123, 4:215  
 Sales, 4:215  
 Schedules, 4:66, 4:130, 4:136,  
 4:166, 4:215  
 Scheduling, 4:115, 4:121, 4:123,  
 4:129  
 Sears Roebuck, 4:215

**AIDS—Cont'd**

Selection, 4:215  
 Seniority, 4:215  
 Services, 1:60, 1:72, 4:15, 4:109,  
 4:116, 4:124, 4:125, 4:129,  
 4:130, 4:136, 4:200, 4:215,  
 6:1, 8:15  
 Setting, 4:200, 4:215  
 Sexual harassment, 4:215  
 Sharing, 4:118  
 Short, 1:60, 4:215, 6:1  
 Significance, 4:215  
 Skills, 4:139, 4:215  
 Sleeping, 4:15, 4:109, 4:137,  
 4:215  
 Small businesses, 4:15  
 Smoking, 4:24, 4:133  
 Social, 1:72, 4:215  
 Social Security, 4:215  
 Standards, 1:60, 4:14, 4:15, 4:66,  
 4:166, 4:215  
 State, 1:60, 1:72, 4:14, 4:15, 4:48,  
 4:109, 4:122, 4:200, 4:215,  
 8:15  
 Statements, 4:215  
 Statistics, 4:215  
 Statutes, 4:215  
 Stores, 4:123, 4:215  
 Strategies, 4:109, 4:115, 4:116,  
 4:118, 4:121, 4:123, 4:130,  
 4:136  
 Stress, 4:14, 4:15, 4:109, 4:114 to  
 4:116, 4:118, 4:121, 4:123 to  
 4:125, 4:129, 4:130, 4:136,  
 4:215  
 Subcontractors, 4:15  
 Substance abuse, 1:72, 4:166  
 Supervisors, 4:215  
 Support, 1:60, 4:109, 4:115,  
 4:116, 4:118, 4:121 to 4:123,  
 4:129, 4:130, 4:136, 4:139,  
 4:166, 4:215, 6:1  
 Systems, 4:15, 4:118, 4:121,  
 4:123, 4:124, 4:133, 4:139,  
 4:200, 4:215

## INDEX

### AIDS—Cont'd

Tables, **4:139**  
Technicians, **4:215**  
Techniques, **4:115, 4:121, 4:136, 4:139**  
Termination, **1:72, 4:14, 4:15, 4:122, 4:137, 4:215**  
Terms and conditions of employment, **4:215**  
Time, **1:60, 4:15, 4:66, 4:109, 4:114 to 4:116, 4:118, 4:121 to 4:125, 4:129, 4:130, 4:136, 4:137, 4:166, 4:215, 6:1, 8:15**  
Time off, **4:115, 4:116, 4:118, 4:121, 4:124, 4:125, 4:136, 8:15**  
Tools, **4:139, 4:215**  
Training, **4:66, 4:109, 4:115, 4:116, 4:118, 4:121 to 4:123, 4:125, 4:130, 4:136, 4:215**  
Transportation, **4:118**  
Types, **1:72, 4:15, 4:24, 4:109, 4:124, 4:133, 4:139, 4:215, 8:15**  
Unemployment, **4:215**  
Unions, **4:15**  
Use, **1:60, 4:15, 4:66, 4:109, 4:114 to 4:116, 4:118, 4:121 to 4:125, 4:129, 4:130, 4:136, 4:137, 4:139, 4:166, 4:200, 4:215, 8:15**  
Videos, **4:122**  
Violations, **4:215**  
Voluntary, **1:60, 4:24, 4:130, 4:133, 8:15**  
Wages, **4:215**  
Women, **4:139**  
Working conditions, **4:215**  
Workstations, **4:118**

### ALABAMA

Age discrimination, **4:8, 4:235**  
Remedies, **4:8**

### ALASKA

Notice, **4:149**

### ALASKA—Cont'd

Permits, **4:149**

### ALTERNATIVE DISPUTE RESOLUTION

Americans with Disabilities Act, **4:8, 4:180, 4:235**

### AMERICAN RECOVERY AND REINVESTMENT ACT OF 2009

Consolidated Omnibus Budget Reconciliation Act, **1:34**

### AMERICANS WITH DISABILITIES ACT

Acceptance, **4:80, 4:133, 5:46**  
Accommodations, **1:69, 1:70, 3:51, 3:106, 3:107, 3:120 to 3:122, 4:2, 4:14, 4:15, 4:22, 4:27, 4:30, 4:32, 4:46, 4:48, 4:50 to 4:52, 4:63, 4:65 to 4:71, 4:73 to 4:77, 4:79, 4:83 to 4:85, 4:91 to 4:94, 4:96 to 4:101, 4:105 to 4:117, 4:119 to 4:130, 4:135 to 4:141, 4:143, 4:144, 4:146, 4:147, 4:149, 4:170, 4:172, 4:181, 4:210, 4:215, 5:2, 5:3, 5:5, 5:10, 5:11, 5:15, 5:17, 5:19, 5:20, 5:23, 5:30, 5:39, 5:43, 5:46, 8:3, 8:20**  
Acquired Immunodeficiency Syndrome, **4:125**  
Actuarial data, **4:156, 4:158**  
ADD, **4:15, 4:19, 4:33, 4:122, 4:126, 4:128, 4:137, 4:215, 8:3**  
ADHD, **3:122, 4:126**  
Adverse employment action, **4:129, 4:147, 4:149, 4:206, 4:215, 4:221, 8:18**  
AIDS, **4:14, 4:15, 4:24, 4:48, 4:66, 4:109, 4:114 to 4:116, 4:118, 4:121 to 4:125, 4:129, 4:130, 4:133, 4:136, 4:137, 4:139, 4:166, 4:199, 4:200, 4:215, 8:15**

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

Alcohol testing, **4:55, 4:163 to 4:174**  
 Alcoholism, **4:107, 4:132, 4:167, 4:169, 4:170, 4:202, 4:215, 4:230, 4:231**  
 Alternative dispute resolution, **4:8, 4:180, 4:235**  
 Anxiety disorders, **4:97, 4:108, 4:127, 4:175**  
 Arthritis, **3:122, 4:17, 4:19, 4:109, 4:121, 4:134, 4:142**  
 Attendance, **3:122, 4:42 to 4:44, 4:46, 4:74, 4:87 to 4:89, 4:94, 4:107, 4:108, 4:112, 4:117, 4:120, 4:127, 4:128, 4:133, 4:135, 4:137, 4:169, 4:215, 5:33, 8:3, 8:15, 8:20**  
 Attention Deficit Disorder, **4:126**  
 Attention Deficit Hyperactivity Disorder, **4:32, 4:126**  
 Attorneys, **5:6, 8:15**  
 Back pain, **4:111**  
 Backpay, **4:215**  
 Bankruptcy, **4:236**  
 Best accommodation, **4:78**  
 Blanket exclusions, **4:62**  
 Bona fide insurance plans, **4:155**  
 Brain injuries, **4:112**  
 Burden of proof, **4:15, 4:35, 4:37, 4:44, 4:72, 4:215, 4:226, 5:7, 8:18**  
 Cancer, **1:88, 3:12, 4:15, 4:19, 4:21, 4:23, 4:24, 4:30, 4:32, 4:48 to 4:50, 4:75, 4:76, 4:99, 4:113, 4:124, 4:133, 4:137, 4:146 to 4:148, 4:215, 8:15**  
 Case-by-case determinations, **4:40**  
 Categories, **4:49, 4:63, 4:66, 4:126, 4:140, 4:146, 4:147**  
 Cerebral palsy, **3:12, 4:15, 4:23, 4:93, 4:114, 4:215**  
 Chronic fatigue syndrome, **4:115**

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

Chronic pain, **4:116**  
 Collective bargaining agreements, **3:120, 3:121, 4:104, 5:2, 5:5**  
 Compensatory damages, **4:8, 4:213, 4:215**  
 Complaints, **1:69, 3:120, 4:2 to 4:5, 4:9, 4:193, 4:215, 4:243, 5:3, 8:3, 8:20**  
 Confidentiality requirements, **3:51, 4:50, 4:173, 5:3**  
 Constructive discharge, **4:215, 4:229**  
 Contingent workers, **4:12**  
 Covered entities, **4:10, 4:15, 4:20, 4:27, 4:29, 4:32, 4:33**  
 Damages, **4:8, 4:10, 4:98, 4:181, 4:212, 4:213, 4:215, 4:235, 8:18**  
 Defenses, **4:21, 4:215, 4:218 to 4:239, 8:18**  
 Depression, **1:69, 1:70, 3:122, 4:61, 4:75, 4:84, 4:97, 4:108, 4:115 to 4:117, 4:121, 4:127, 4:136, 4:137, 4:175, 5:7**  
 Determination, **3:12, 4:15, 4:20, 4:21, 4:23, 4:26, 4:27, 4:35, 4:40, 4:57, 4:62, 4:63, 4:65, 4:76, 4:84, 4:86, 4:97, 4:99, 4:101, 4:134, 4:137, 4:144, 4:147, 4:149, 4:181, 4:185, 4:215, 4:216, 5:7, 5:11, 5:20, 5:22**  
 Diabetes, **1:69, 3:12, 4:15, 4:19, 4:23, 4:24, 4:32, 4:69, 4:74, 4:75, 4:94, 4:117, 4:118, 4:133, 4:135, 4:140, 4:147, 4:215**  
 Direct threat, **3:120, 3:121, 4:15, 4:21, 4:27, 4:55 to 4:64, 4:70, 4:75, 4:84, 4:97, 4:146, 4:147, 4:170, 4:171, 4:175, 4:202, 4:215, 4:218, 4:226, 5:11, 5:15, 5:19, 5:22, 5:41, 8:18**

INDEX

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

Disability, 1:69, 1:70, 1:88, 3:12, 3:16, 3:59, 3:105 to 3:107, 3:120 to 3:122, 4:1 to 4:5, 4:8 to 4:10, 4:12 to 4:35, 4:37, 4:39, 4:40, 4:43, 4:46 to 4:48, 4:50, 4:51, 4:54 to 4:60, 4:63 to 4:66, 4:68 to 4:77, 4:79, 4:81 to 4:87, 4:91, 4:92, 4:94 to 4:99, 4:101 to 4:104, 4:106 to 4:111, 4:117, 4:119 to 4:124, 4:127, 4:130, 4:131, 4:133 to 4:135, 4:138, 4:140 to 4:144, 4:146 to 4:159, 4:164 to 4:169, 4:171 to 4:174, 4:182, 4:186, 4:187, 4:189, 4:192, 4:193, 4:195 to 4:197, 4:200 to 4:202, 4:205, 4:207, 4:210, 4:215 to 4:218, 4:221, 4:231, 4:233, 4:235, 4:239, 4:243, 5:1 to 5:31, 5:33 to 5:46, 5:52, 5:55, 8:1 to 8:3, 8:14, 8:15

Disability benefits, 3:16, 4:37, 5:7, 5:13, 5:26

Disclosures, 4:141, 4:147

Discovery, 4:240

Discrimination, 1:69, 1:70, 3:16, 3:18, 3:105 to 3:108, 3:120, 3:121, 4:1 to 4:5, 4:8 to 4:13, 4:15, 4:16, 4:18, 4:20 to 4:22, 4:26, 4:30 to 4:33, 4:39, 4:63, 4:66, 4:75, 4:86, 4:89, 4:98, 4:108, 4:117, 4:120, 4:122, 4:131, 4:133, 4:134, 4:140, 4:142, 4:143, 4:145, 4:147 to 4:150, 4:153, 4:166, 4:173, 4:174, 4:181, 4:183 to 4:187, 4:189, 4:199, 4:203, 4:205, 4:208 to 4:210, 4:212, 4:213, 4:215 to 4:218, 4:221, 4:222, 4:228, 4:229, 4:231, 4:235, 4:239, 4:243, 5:2, 5:3, 5:6, 5:8 to 5:12, 5:15, 5:19, 5:23, 5:24, 5:26

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

to 5:31, 8:1 to 8:3, 8:10, 8:14, 8:15, 8:18, 8:20

Disparate impact, 4:98, 4:143, 4:147, 4:160, 4:183, 4:215, 4:218, 4:221, 5:23, 5:26, 5:29

Documentation, 1:70, 4:55, 4:68, 4:69, 4:75, 4:84, 4:97, 4:144, 4:146, 4:147

Drug addiction, 4:119, 4:132, 4:165, 4:202, 4:215

Drug testing, 3:104, 4:10, 4:25, 4:149, 4:164, 4:172, 4:173, 4:202, 4:230, 4:231

Drug-free workplaces, 4:163 to 4:174

Duty to warn, 4:176, 4:177

Employee morale, 4:144

Employee Retirement Income Security Act, 5:9, 8:1, 8:20

Employees not qualified, 4:36

Employer awareness of disability, 4:96

Employers, 1:69, 1:70, 3:16, 3:51, 3:104 to 3:106, 3:120 to 3:122, 4:1, 4:2, 4:8 to 4:10, 4:12, 4:13, 4:15, 4:16, 4:35, 4:37, 4:40, 4:43, 4:46 to 4:48, 4:51, 4:52, 4:55, 4:56, 4:58, 4:60, 4:62, 4:65, 4:67 to 4:69, 4:71, 4:73 to 4:77, 4:83, 4:84, 4:87 to 4:91, 4:95 to 4:105, 4:108, 4:111, 4:117, 4:119, 4:131, 4:133, 4:135, 4:143 to 4:150, 4:152, 4:153, 4:156, 4:158, 4:160, 4:167 to 4:171, 4:173, 4:175 to 4:177, 4:182 to 4:185, 4:187, 4:188, 4:202, 4:212, 4:215 to 4:226, 4:230, 4:235, 4:243, 5:2, 5:3, 5:5 to 5:8, 5:10, 5:11, 5:15, 5:16, 5:18 to 5:22, 5:24, 5:27 to 5:30, 5:33, 5:34, 5:38 to 5:40, 5:42

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

to 5:44, 8:1, 8:3, 8:10, 8:14,  
8:15, 8:18, 8:20

Employment agencies, 1:70, 4:10,  
4:12, 4:15, 4:52, 4:147,  
4:150, 4:188

Employment discrimination, 1:69,  
4:2, 4:4, 4:9, 4:12, 4:108,  
4:147, 4:150, 4:184 to 4:186,  
4:215 to 4:217, 4:229, 4:243,  
5:6, 8:3, 8:14, 8:15

Employment relationships, 4:10

Enforcement, 3:12, 3:120, 4:8,  
4:12, 4:14, 4:23, 4:54, 4:55,  
4:97, 4:144, 4:147, 4:153,  
4:165, 4:167, 4:176, 4:181,  
4:183, 4:184, 4:188, 4:193 to  
4:202, 4:215, 5:3, 5:6, 5:7,  
5:10 to 5:25, 8:15

Epilepsy, 3:12, 4:14, 4:15, 4:23,  
4:32, 4:120, 4:134, 4:166,  
4:215

Equal Employment Opportunity  
Commission, 1:69, 3:12,  
3:120, 3:121, 4:2, 4:8, 4:9,  
4:13 to 4:15, 4:17 to 4:21,  
4:23, 4:24, 4:26, 4:28 to  
4:30, 4:32, 4:34, 4:42, 4:48,  
4:56, 4:59, 4:60, 4:63, 4:66,  
4:68 to 4:71, 4:73 to 4:76,  
4:83, 4:84, 4:91, 4:92, 4:94,  
4:97, 4:99, 4:105, 4:131,  
4:144, 4:175, 4:183, 4:215,  
4:218, 5:3, 5:6, 5:11, 5:14,  
5:16, 5:19, 5:22, 5:24, 8:3,  
8:10, 8:14, 8:20

Essential job functions, 3:120,  
3:121, 4:39 to 4:44, 4:47,  
4:48, 4:55, 4:77, 4:95, 4:97,  
4:144, 4:231, 5:11, 5:17,  
5:43, 8:3

Estoppel, 4:237, 5:7

Evidence, 3:120, 3:121, 4:15,  
4:20, 4:21, 4:26 to 4:31,  
4:33, 4:40, 4:44, 4:55 to

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

4:61, 4:72, 4:87, 4:89, 4:97,  
4:102, 4:108 to 4:111, 4:119,  
4:120, 4:127, 4:129 to 4:131,  
4:134, 4:142, 4:143, 4:146,  
4:147, 4:156, 4:157, 4:159,  
4:164, 4:165, 4:172, 4:175,  
4:177, 4:181, 4:182, 4:214,  
4:215, 4:239, 5:7, 5:13, 5:14,  
5:20, 5:22, 5:29, 8:10

Exclusions, 4:25, 4:62, 4:152

Failure to accommodate, 4:119,  
4:127, 4:143, 4:148, 4:210,  
4:215, 4:229

Failure to state a claim, 4:220,  
8:18

Federal contractors, 1:88, 3:120,  
3:121, 4:4, 4:15, 4:53

Fibromyalgia, 4:121

Foreign workers, 4:191

Fringe benefits, 4:13, 5:2

General discussion, 4:147

Good-faith efforts, 4:2, 4:98

Government contractors, 4:4

Guidelines, 4:46, 4:50, 4:142,  
4:145, 4:147, 4:163, 4:173,  
4:177, 4:215

Hearing loss, 4:17, 4:122

Hearing problems, 4:122

Heart conditions, 4:123

Hepatitis, 4:124, 4:199

HIV, 3:12, 4:15, 4:19, 4:21, 4:23,  
4:48, 4:49, 4:55, 4:74, 4:83,  
4:125, 4:154, 4:199, 4:215,  
5:43, 8:15

Homosexuality, 4:25

Hostile work environment, 4:134,  
4:207, 4:215, 4:216, 8:3

Human Immunodeficiency Virus,  
3:12, 4:19, 4:23, 4:125

Illegal drugs, 4:164, 4:166, 4:173,  
4:194, 4:202

Infectious diseases, 4:124

INDEX

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

Informal interactive process, **4:77, 4:148**

Insurance, **1:69, 3:106, 3:107, 3:120, 3:121, 4:35, 4:37, 4:50, 4:74, 4:83, 4:84, 4:87, 4:97, 4:125, 4:133, 4:147, 4:150 to 4:162, 4:230, 4:231, 4:234, 5:7, 5:10, 5:13, 5:15, 5:19, 5:20, 5:23, 5:26, 5:30, 5:38, 8:3, 8:14, 8:15**

Interim enforcement guidance, **4:153**

Job analysis, **4:41**

Job applicants, **1:69, 1:70, 4:13, 4:67, 4:71, 4:95, 4:141, 4:147, 4:168, 4:173, 4:202, 4:217, 4:230, 4:231, 5:17, 8:1**

Job restructuring, **4:66, 4:74, 4:82, 4:84, 4:86, 4:110, 4:147, 4:215, 5:2, 5:21**

Job-related requirements, **4:15, 4:23, 4:34, 4:35, 4:74, 4:91, 4:215, 5:7**

Jury instructions, **4:214, 4:215**

Last chance agreements, **4:169**

Law enforcement personnel, **4:193, 4:202**

Learning disorders, **4:126**

Leave policies, **1:69, 3:120, 3:121, 4:43, 4:46, 4:74, 4:84, 4:87, 5:28, 8:20**

Litigation issues, **4:204 to 4:242**

Local governments, **1:70, 4:2, 4:3, 4:10, 4:32, 4:181**

Major life activities, **1:69, 3:12, 3:122, 4:2, 4:14 to 4:16, 4:19 to 4:21, 4:23, 4:27, 4:29, 4:30, 4:33, 4:97, 4:107, 4:108, 4:110, 4:111, 4:118, 4:123, 4:126, 4:129, 4:133, 4:137, 4:138, 4:142, 4:143, 4:147, 4:164, 4:202, 4:215, 5:12, 5:29**

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

Marijuana, **4:61, 4:97, 4:148, 4:149, 4:164, 4:175**

Medical examinations, **1:69, 3:120, 4:12, 4:45 to 4:55, 4:58, 4:97, 4:145 to 4:147, 4:150, 4:172, 4:173, 4:202, 4:231, 4:240, 5:11, 5:15, 5:17, 5:43, 8:10**

Mental illness, **4:15, 4:17, 4:61, 4:66, 4:97, 4:127, 4:133, 4:147, 4:166, 4:215**

Mental impairment, **3:12, 4:2, 4:15 to 4:17, 4:19, 4:33, 4:97, 4:110, 4:127, 4:133, 4:147, 4:215, 5:11**

Migraine headaches, **4:115, 4:121, 4:128**

Misconduct, **4:36, 4:75, 4:107, 4:147, 4:164, 4:169, 4:171, 4:185, 4:215, 4:221**

Mitigation of impairment, **4:26**

Model jury charges, **4:214, 4:215**

Modified work schedules, **4:66, 4:83, 4:86, 4:215**

Multiple sclerosis, **3:12, 4:15, 4:23, 4:69, 4:74, 4:76, 4:84, 4:99, 4:129, 4:215, 5:7**

Muscular dystrophy, **3:12, 4:15, 4:23, 4:130, 4:215**

National Labor Relations Board, **5:3**

Nonwaivable rights, **4:8**

Notice, **3:107, 3:120, 3:121, 4:67, 4:74, 4:75, 4:91, 4:127, 4:143, 4:146, 4:147, 4:149, 4:210, 4:215, 5:3, 5:36, 5:42, 5:44, 8:3, 8:14, 8:15, 8:18**

Obesity, **4:24, 4:131 to 4:135, 4:142**

Parties, **3:107, 4:11, 4:66, 4:73, 4:77, 4:142, 4:200, 4:215, 5:3, 5:30, 5:45, 8:20**

Past drug addiction, **4:165**

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

Perception of limitation of working, 4:31  
 Physical characteristics, 4:17  
 Physical impairment, 4:97, 4:133, 4:147, 4:215  
 Postemployment examinations, 4:48  
 Postoffer examinations, 4:47  
 Preemployment inquiries, 4:46, 4:52  
 Pregnancy, 1:69, 1:70, 3:12, 3:16, 3:59, 3:105, 4:15, 4:17, 4:120, 4:142, 4:147, 4:216, 5:28, 5:29, 8:1, 8:3, 8:10, 8:20  
 Proffer examinations, 4:46  
 Private employers, 1:70, 4:15, 4:147, 5:29  
 Proceedings, 4:9, 5:3, 5:7, 8:3  
 Psychiatric disabilities, 4:97, 4:108, 4:175, 8:15  
 Public employers, 4:9  
 Public transportation, 3:12, 4:2, 4:83, 4:90, 4:118, 4:120, 4:140, 4:146  
 Punitive damages, 4:8, 4:98, 4:213, 4:215  
 Qualification standards, 4:12, 4:15, 4:51, 4:52, 4:63, 4:215, 4:218, 4:230, 4:231, 8:20  
 Qualified individuals, 3:120, 3:121, 4:2, 4:13, 4:34 to 4:38, 4:62, 4:66, 4:215, 5:12  
 Reasonable accommodation, 1:69, 1:70, 1:88, 3:105 to 3:107, 3:120, 3:121, 4:2, 4:4, 4:8, 4:12, 4:14, 4:15, 4:22, 4:27, 4:30, 4:34, 4:35, 4:37, 4:39, 4:44 to 4:57, 4:63 to 4:149, 4:168 to 4:170, 4:175, 4:182, 4:186, 4:202, 4:205, 4:210, 4:213, 4:215, 4:218, 4:221, 4:224, 4:225, 4:228, 4:231,

**AMERICANS WITH  
DISABILITIES ACT**

**—Cont'd**

4:233, 5:2, 5:4, 5:7, 5:8, 5:10, 5:11, 5:13, 5:15, 5:17, 5:19 to 5:23, 5:28, 5:30, 5:33, 5:35, 5:40, 5:41, 5:44 to 5:46, 8:3, 8:14, 8:15, 8:18  
 Reassignment, 1:70, 3:38, 3:107, 4:66, 4:74, 4:83, 4:84, 4:91, 4:104, 4:117, 4:118, 4:120, 4:124, 4:125, 4:140, 4:147, 4:186, 4:215, 4:229, 4:233, 5:2, 5:11, 5:20, 5:21, 5:30, 5:41  
 Record of impairment, 4:30, 4:133, 4:142  
 Rehabilitation act, 3:18, 3:105, 4:2, 4:4, 4:9, 4:10, 4:13 to 4:15, 4:24, 4:34, 4:44, 4:53, 4:55, 4:56, 4:63, 4:108, 4:133, 4:142, 4:143, 4:145, 4:147, 4:173, 4:182, 4:186, 4:187, 4:203, 4:215, 5:2, 5:7, 5:8, 5:28, 5:30, 8:3  
 Releases, 1:69, 4:8, 4:84, 4:235, 8:18  
 Religion, 3:105, 3:120, 3:121, 4:5, 4:147, 4:192, 4:215, 4:216, 4:231, 5:28, 5:29, 8:3, 8:18  
 Remedies, 3:105, 4:8, 4:9, 4:98, 4:142, 4:181, 4:184, 4:213, 4:215, 4:243, 5:31  
 Request, 1:70, 3:12, 3:51, 3:59, 4:15, 4:38, 4:46, 4:50, 4:55, 4:63, 4:65, 4:68 to 4:72, 4:74 to 4:77, 4:79, 4:80, 4:83 to 4:85, 4:92, 4:94, 4:97, 4:99, 4:108, 4:115, 4:117, 4:127, 4:128, 4:144 to 4:147, 4:149, 4:165, 4:172, 4:173, 4:182, 4:187, 4:200, 4:215, 4:224, 5:3, 5:7, 5:15, 5:29, 5:40, 5:41, 8:3, 8:14, 8:15, 8:20  
 Respiratory problems, 4:137

## INDEX

### AMERICANS WITH DISABILITIES ACT

#### —Cont'd

Retaliation, 4:8, 4:74, 4:84, 4:87,  
4:117, 4:122, 4:147, 4:211,  
4:215 to 4:217, 8:1, 8:3,  
8:15, 8:20

Risk, 1:69, 3:120, 3:121, 4:21,  
4:49, 4:56, 4:57, 4:59 to  
4:61, 4:63, 4:64, 4:84, 4:97,  
4:146, 4:147, 4:151, 4:152,  
4:156, 4:158, 4:170, 4:173,  
4:175 to 4:177, 4:196, 4:199,  
4:202, 4:215, 4:216, 4:233,  
5:8, 5:11, 5:17, 5:22, 5:24,  
8:3

Selection criteria, 4:51, 4:215,  
4:218, 5:17

Service animals, 4:190

Sleep disorders, 4:121, 4:138

Small employers, 4:105, 4:147,  
4:185, 4:243

Smoking, 4:24, 4:133, 4:149,  
4:158, 4:232

State governments, 4:181

Stress, 3:12, 3:122, 4:8, 4:14,  
4:15, 4:23, 4:41, 4:84, 4:97,  
4:107 to 4:121, 4:123 to  
4:125, 4:127, 4:129, 4:130,  
4:136, 4:138, 4:147, 4:212,  
4:215, 5:13

Stroke, 3:12, 4:37, 4:138, 4:139,  
4:147, 5:7

Substance abuse, 3:104, 3:122,  
4:61, 4:74, 4:84, 4:119,  
4:163 to 4:175, 4:177, 4:230,  
4:231, 5:39

Substantially limits, 3:12, 3:122,  
4:2, 4:14 to 4:17, 4:19, 4:20,  
4:23, 4:26, 4:27, 4:29, 4:30,  
4:33, 4:65, 4:69, 4:97, 4:110,  
4:118, 4:133, 4:147, 4:215,  
5:11, 5:12, 5:14, 5:29

Subterfuge, 4:150 to 4:154, 4:156,  
4:160, 4:161, 8:14, 8:15

### AMERICANS WITH DISABILITIES ACT

#### —Cont'd

Summary judgment, 4:37, 4:77,  
4:143, 4:182, 4:215, 4:241,  
5:7

Tax incentives, 4:100

Technical Assistance Manual,  
4:152

Threat to self, 4:63, 4:147

Threatening behavior, 4:60, 4:175

Transportation, 3:12, 4:2, 4:3,  
4:60, 4:73, 4:83, 4:90, 4:118,  
4:120, 4:140, 4:146, 4:147,  
4:149, 4:168, 4:173, 4:189,  
4:197, 4:230, 4:231

Treatment, 3:12, 3:16, 3:38, 3:51,  
3:59, 3:104, 3:107, 3:120,  
3:122, 4:2, 4:11, 4:15, 4:29,  
4:46, 4:50, 4:61, 4:74 to  
4:76, 4:83, 4:84, 4:91, 4:94,  
4:97, 4:99, 4:104, 4:107,  
4:110, 4:111, 4:113, 4:116,  
4:118, 4:119, 4:124, 4:127,  
4:130, 4:134, 4:136, 4:138,  
4:143, 4:144, 4:147, 4:149,  
4:156, 4:158, 4:159, 4:164,  
4:165, 4:169, 4:172 to 4:174,  
4:181, 4:182, 4:195, 4:202,  
4:215, 4:218, 4:235, 5:15,  
5:19, 5:23, 5:26, 5:28, 5:36,  
5:39, 5:40, 5:45, 8:1 to 8:3,  
8:20

Undue hardship, 1:70, 3:104,  
3:106, 3:107, 3:120, 3:121,  
4:2, 4:15, 4:44, 4:66, 4:69,  
4:71 to 4:76, 4:79, 4:83,  
4:84, 4:86, 4:87, 4:91, 4:92,  
4:94, 4:96, 4:98 to 4:105,  
4:117, 4:143, 4:144, 4:146 to  
4:149, 4:169, 4:182, 4:202,  
4:215, 4:218, 4:225, 5:2, 5:4,  
5:11, 5:20, 5:21, 5:30, 5:41,  
5:44, 5:45, 8:3, 8:18

Unions, 4:15, 4:73, 4:75, 4:147,  
4:150, 5:2

Vision impairments, 4:125, 4:140

**AMERICANS WITH  
DISABILITIES ACT  
—Cont'd**

Voluntary conduct, **4:24, 4:133**  
Waivers, **8:18**  
Working at home, **4:75, 4:92,  
4:144**  
Workplace violence, **4:61, 4:127,  
4:175 to 4:177**

**ANSWERS**

Federal employment, **3:54, 4:147,  
8:3, 8:15**  
General discussion, **4:147**  
Retaliation, **3:103, 4:147, 8:3,  
8:15**

**ANTAGONISM**

Front pay, **4:215**

**APPOINTMENT**

Federal employment, **4:147**

**APPRAISAL**

Performance appraisal, **4:84, 8:20**

**ARBITRATION**

Age Discrimination in Employ-  
ment Act, **4:8, 4:235**  
Agreements, **3:74, 3:115, 4:8,  
4:235, 5:6**  
Alternative dispute resolution, **4:8,  
4:180, 4:235**  
Americans with Disabilities Act,  
**4:8, 4:142, 4:178, 4:180,  
4:235, 5:6**  
Awards, **3:72**  
Binding arbitration, **5:6**  
Consideration, **4:142**  
Contracts, **4:8, 4:235**  
Costs, **3:72**  
Damage awards, **3:72**  
Defenses, **4:235**  
Evidence, **4:142**  
Handbooks, **4:8, 4:235**  
Jurisdiction, **3:72**  
Liquidated damages, **3:72**

**ARBITRATION—Cont'd**

Litigation, **3:72, 3:74, 4:235**  
Process, **4:142**  
Rehabilitation Act, **4:142**  
Remedies, **3:72, 4:8, 4:142**  
Title VII, **3:72, 4:8, 4:235**  
Waiver, **3:34, 4:8, 4:235**

**ARIZONA**

Notice, **4:149**

**ARKANSAS**

Conditions, **4:149**  
Notice, **4:149**  
Permits, **4:149**

**ARRA**

Consolidated Omnibus Budget  
Reconciliation Act, **1:34**

**ASSIGNMENTS**

Federal employment, **4:147, 8:3,  
8:20**  
General discussion, **4:147**

**ASSISTANCE**

Federal employment, **3:53, 3:54,  
4:4, 4:15, 4:147, 8:3, 8:15,  
8:20**

**AT-WILL EMPLOYMENT**

Good faith, **4:142**

**ATTENDANCE**

Absenteeism, **4:87, 4:120, 8:20**  
Discipline, **4:169, 6:4**

**ATTENTION DEFICIT  
DISORDER**

Americans with Disabilities Act,  
**4:126**

**ATTENTION DEFICIT  
HYPERACTIVITY  
DISORDER**

Americans with Disabilities Act,  
**4:32, 4:126**

## INDEX

### BACKPAY

Americans with Disabilities Act, **4:215**  
Defenses, **4:215**  
Front pay, **4:215**  
Good faith, **4:215**  
Interest, **4:215**  
Title VII, **4:215**

### BANKRUPTCY

Cobra continuation coverage requirements, **1:24**  
Participation, **1:24**

### BENEFICIARIES

Employee Retirement Income Security Act, **1:3 to 1:5, 1:13, 1:18, 1:20, 1:34, 1:52**

### BENEFITS

Automobile insurance, **4:151**  
Computers, **3:120, 4:73, 5:10**  
Credit unions, **4:73**  
General discussion, **4:147**  
Publications, **8:20**  
Transportation, **1:23, 4:73, 4:83, 4:147, 4:189**

### BUSINESS JUDGMENT

Age Discrimination in Employment Act, **4:215**

### BUSINESS NECESSITY

Evidence, **4:15, 4:27, 4:55, 4:97, 4:147, 4:165, 4:172, 4:215**  
Summary judgment, **4:215**

### CAFETERIA PLANS

Cobra continuation coverage requirements, **1:23**  
Dependent care assistance, **1:59**  
Elections, **1:58**  
Family status, **1:58, 1:59**  
Medical benefits, **1:23, 1:58, 1:59**  
Qualified benefit, **1:58, 1:59**  
Requirements, **1:23**

### CALIFORNIA

Assignments, **4:107, 4:117**  
Conditions, **3:104, 4:108, 4:149**  
Evidence, **4:108**  
Health, **3:104, 4:107, 4:108, 4:117, 4:149**  
Notice, **4:149**  
Permits, **4:149**  
Privacy, **3:104**  
Sick leave, **3:104**

### CAUSATION

Rehabilitation Act, **4:215**  
Retaliation, **3:82, 3:86, 4:215**  
Section 1981, **4:215**  
Statistics, **4:215**  
Title VII cases, **4:215**

### CHILD LABOR

Acting, **1:71**  
Employers covered, **1:71**  
Remedies, **1:71**

### CHURCH PLANS

Employee Retirement Income Security Act, **1:2, 1:5**  
ERISA, **1:2, 1:5**  
Vesting, **1:2**

### CIRCUMSTANTIAL EVIDENCE

Evidence, **4:215**

### CIVIL RIGHTS

National Labor Relations Board, **5:3**  
Unions, **4:147**

### CIVIL RIGHTS ACT

Employment agencies, **1:70, 4:147**  
Employment practices, **1:69, 4:216**

### CLOSINGS

Conference, **3:120**

### COERCION

Discrimination, **4:75**

**COLLECTIVE BARGAINING**

Agreement, **1:23, 1:40, 1:68, 3:11, 3:15 to 3:17, 3:26, 3:38, 3:42, 3:111, 3:115, 3:120, 3:121, 3:124, 4:40, 4:104, 4:215, 5:2 to 5:4, 5:6, 5:28**  
 Americans with Disabilities Act, **3:16, 3:38, 3:42, 3:120, 3:121, 4:40, 4:104, 4:178, 4:215, 5:2 to 5:6, 5:28, 5:42**  
 Bargaining unit, **3:120, 3:121**  
 Direct dealing, **5:2**  
 Disabilities, **1:60, 1:68, 3:16, 3:38, 3:42, 3:120, 3:121, 4:40, 4:104, 4:178, 4:215, 5:2 to 5:6, 5:28, 5:42**  
 Good faith, **3:73, 4:215, 5:2, 5:4**  
 Joint employers, **3:124**  
 Negotiations, **5:2**  
 Plant closings, **3:120, 3:121**  
 Remedies, **1:23, 4:215**  
 Waiver, **3:34**

**COLLECTIVE BARGAINING AGREEMENTS**

Access, **1:60**  
 Alcohol, **1:23, 1:60**  
 Bargaining unit, **3:120, 3:121**  
 Benefits, **1:23, 1:60, 3:26, 3:47, 3:111, 3:120, 3:121, 5:2, 5:5**  
 Business, **1:23, 3:120, 3:121**  
 Changes, **3:120, 3:121, 5:2**  
 Conditions, **1:23, 1:60, 3:26, 3:120, 3:121, 5:2**  
 Date, **1:23, 1:60, 4:104, 5:5**  
 Description, **1:60**  
 Drugs, **1:23, 1:60**  
 Duties, **3:120, 3:121**  
 Evaluation, **3:120**  
 Evidence, **3:120, 3:121**

**COLORADO**

Conditions, **4:137, 4:149**  
 Health, **4:149**  
 Negligence, **4:149**  
 Notice, **4:149**

**COLORADO—Cont'd**

Permits, **4:149**  
 Rest breaks, **4:137**

**COMBINATION**

Unions, **4:147**

**COMPENSATION**

ADEA, **2:14, 2:15, 4:215, 5:26**  
 Americans With Disabilities Act, **3:42, 3:51, 3:59, 3:107, 4:1, 4:13, 4:15, 4:16, 4:35, 4:46, 4:47, 4:50, 4:84, 4:134, 4:150, 4:179, 4:206, 4:215, 4:230, 5:7, 5:10 to 5:21, 5:23, 5:24, 5:26, 5:33, 5:40, 5:52, 5:55, 8:18, 8:20**  
 Defenses, **4:215, 4:230, 8:18**  
 Discrimination, **1:68, 2:14 to 2:16, 3:72, 3:73, 3:107, 4:1, 4:13, 4:15, 4:16, 4:134, 4:150, 4:215, 5:10 to 5:12, 5:15, 5:19, 5:23, 5:24, 5:26, 8:18, 8:20, 8:21**  
 ERISA, **1:2, 1:5, 1:6, 1:14, 2:14, 3:28, 6:8, 8:20**  
 Establishment, **2:5, 3:11, 5:23**  
 Family and Medical Leave Act, **3:11, 3:27, 3:28, 3:36, 3:40, 3:42, 3:46, 3:49, 3:51, 3:52, 3:59, 3:72, 3:73, 3:93, 3:107, 3:112, 3:114, 3:124, 4:84, 5:33, 5:40, 5:49 to 5:56, 7:3, 8:18, 8:20**  
 FMLA, **2:4, 3:11, 3:27, 3:28, 3:36, 3:40, 3:42, 3:46, 3:49, 3:51, 3:52, 3:59, 3:72, 3:73, 3:93, 3:107, 3:112, 3:114, 3:124, 4:84, 5:33, 5:40, 5:49 to 5:56, 7:3, 8:18, 8:20**  
 Intent to discriminate, **4:215**  
 Managers, **3:51, 4:50, 5:15, 5:19, 7:3, 8:20**  
 Merit system, **8:18**  
 Nurses, **3:124**  
 OWBPA, **2:15**  
 Seniority system, **4:84, 4:215**

## INDEX

### COMPENSATION—Cont'd

Service, 2:3, 3:11, 3:40, 3:52,  
3:124, 4:84, 4:134, 4:215,  
5:23, 5:50, 6:1, 8:20  
Sex discrimination, 1:68  
Social Security Act, 2:1, 2:5 to  
2:13  
State laws, 1:14, 1:71, 3:124,  
5:15, 5:19, 8:21  
Supervisors, 3:51, 4:50, 4:134,  
4:215, 5:15, 5:19, 8:20  
Teachers, 3:11  
Title VII, 1:68, 2:14, 2:16, 3:72,  
4:215, 5:26, 8:18, 8:20

### COMPLAINTS

Americans with Disabilities Act,  
1:69, 3:120, 4:2 to 4:5, 4:9,  
4:193, 4:215, 4:243, 5:3, 8:3,  
8:20  
Federal employment, 4:4, 8:3,  
8:20  
Parties, 1:79, 4:215, 5:3, 8:20  
Relief, 1:16, 1:71, 1:86, 3:40,  
3:72, 4:215  
Retaliation, 1:71, 3:72, 3:83,  
4:215, 8:3, 8:20  
Service Contract Act, 1:79  
Title VII cases, 3:72, 4:215

### COMPLIANCE

Unions, 4:147

### COMPONENTS

Unions, 4:147

### COMPUTERS

Benefits, 3:120, 4:73, 5:10

### CONCILIATION

Enforcement, 5:3  
Equal Employment Opportunity  
Commission, 5:3

### CONFIDENTIALITY

Age Discrimination in Employ-  
ment Act, 4:147

### CONFIDENTIALITY—Cont'd

Equal Employment Opportunity  
Commission, 4:75, 4:183,  
5:3  
Rehabilitation Act, 4:147, 4:173

### CONGRESS

Fair Labor Standards Act, 3:10,  
3:18, 3:124, 4:203

### CONNECTICUT

Conditions, 4:149  
Health, 4:126, 4:149  
Notice, 4:149  
Permits, 4:149  
Terms, 4:126

### CONSOLIDATED OMNIBUS

#### BUDGET

#### RECONCILIATION ACT

American Recovery and Reinvest-  
ment Act of 2009, 1:34  
ARRA, 1:34  
Continuation coverage require-  
ments, 1:23, 1:24, 1:28, 1:34  
Coverage, 1:2, 1:22 to 1:34, 3:28,  
3:36, 3:124  
Department of Labor, 1:2, 1:23,  
1:34, 3:28, 3:36, 3:45, 3:124  
Duration of, 1:26, 1:29, 1:30,  
3:124  
Eligibility for, 1:25, 1:34, 3:124  
Notices, 1:34  
Qualifying events, 1:23, 1:25,  
1:30  
Remedies, 1:23

### CONSTRUCTIVE DISCHARGE

Resignation, 4:215, 4:229

### COORDINATION

Disability benefits, 2:3

### COSMETIC SURGERY

Medical benefits, 1:60

### COST OF LIVING

Overtime pay, 3:35

**COST OF LIVING—Cont'd**

Retirement plans, 3:35

**COVERAGE**

Medical benefits, 1:1 to 1:3, 1:5, 1:6, 1:14, 1:15, 1:21 to 1:35, 1:37 to 1:40, 1:52, 1:55, 1:56, 1:58, 1:59, 1:62, 1:63, 1:66, 1:70 to 1:74, 1:76, 1:77, 1:79, 1:84 to 1:87, 5:8, 5:12, 5:28 to 5:30, 5:32, 5:34, 5:38, 5:40, 5:47

**COWORKERS**

Retaliation, 1:71, 4:84, 4:147, 4:215

**CREDIT UNIONS**

Benefits, 4:73

**DAMAGES**

Accommodation, 4:8, 4:98, 4:213, 4:215, 8:18  
 Accrual period, 3:88  
 Age discrimination, 3:91, 4:8, 4:215, 4:235  
 Americans with Disabilities Act, 4:8, 4:10, 4:98, 4:181, 4:212, 4:213, 4:215, 4:235, 8:18  
 Backpay, 3:88, 4:215  
 Benefits, 1:11, 1:14, 1:16, 1:71, 1:86, 2:2, 3:72, 3:73, 3:88, 3:90, 3:91, 3:93, 3:98, 4:8, 4:215, 4:235  
 Compensation, 1:14, 1:71, 2:2, 3:72, 3:73, 3:93, 4:215, 8:18  
 Defined, 1:16, 1:86, 3:116, 4:10, 4:215  
 Disability discrimination, 4:8, 4:215, 4:235  
 Emotional damages, 4:215  
 Emotional distress, 1:14, 3:93, 3:96, 4:215  
 Employment discrimination, 4:215  
 Expert witnesses, 4:8, 4:213  
 Family and Medical Leave Act, 3:72, 3:73, 3:88, 3:90 to

**DAMAGES—Cont'd**

3:99, 3:116, 8:18

Federal government, 3:73, 4:10  
 Front pay, 4:215  
 Good faith efforts, 4:98, 4:215  
 Intentional discrimination, 4:8, 4:98, 4:213, 4:215  
 Liquidated damages, 1:71, 1:86, 3:72, 3:73, 3:91, 3:93, 3:98  
 Managerial capacity, 4:215  
 Period, 1:86, 2:2, 3:73, 3:88, 4:215  
 Prejudgment interest, 1:16  
 Punitive damages, 1:11, 1:16, 1:71, 3:72, 3:93, 4:8, 4:98, 4:213, 4:215  
 Rehabilitation Act, 4:10, 4:215  
 Reinstatement, 1:16, 1:71, 1:86, 3:72, 3:73, 3:91, 3:99, 4:8, 4:213, 4:215, 8:8  
 Remedies, 1:11, 1:16, 1:71, 3:72, 4:8, 4:98, 4:181, 4:213, 4:215  
 Restrictions, 2:2, 4:215  
 Tax, 2:2, 4:10, 4:215  
 Title VII, 3:72, 3:99, 4:8, 4:213, 4:215, 4:235, 8:8, 8:18  
 Total, 4:8, 4:213, 4:215  
 Willfulness, 3:88, 3:90, 3:91

**DAVIS-BACON ACT**

Investigations, 1:79  
 Parties, 1:79  
 Secretary of Labor, 1:79  
 Service, 1:79  
 Service Contract Act, 1:79

**DEDUCTIBLES**

Health insurance plans, 4:156, 4:158

**DEDUCTIONS**

Sick leave, 3:28, 7:3

**DEFENSES**

Age Discrimination in Employment Act, 4:215, 4:235

## INDEX

### DEFENSES—Cont'd

Age discrimination, 4:215, 4:235  
Business Necessity, 4:215, 4:218, 4:221, 4:231  
Compensation, 4:215, 4:230, 8:18  
Disability discrimination, 4:215, 4:235, 4:239  
Disparate treatment, 4:215, 4:218  
Equal Pay Act, 4:235  
Harassment, 4:21, 4:215, 4:229  
Hostile environment, 4:215  
Legitimate nondiscriminatory reason, 3:99, 4:215, 8:18  
Qualifications, 4:215  
Reduction in force, 4:222  
Reinstatement, 3:99, 4:215  
Retaliation, 3:75, 3:98, 4:215  
Undue hardship, 4:215, 4:218, 4:225, 8:18

### DEGREE

Violation, 1:69, 4:134, 4:147, 4:215

### DELAWARE

Health, 4:149  
Notice, 4:149  
Permits, 4:149

### DEPARTMENT OF LABOR

Cobra continuation coverage requirements, 1:23  
Employment Standards Administration, 3:73  
General discussion, 4:147  
Occupational Safety and Health Administration, 4:147  
Secretary of Labor, 1:21, 1:23, 1:79, 3:72, 3:73, 3:79

### DEPENDENTS

Medical benefits, 1:20, 1:34, 1:60, 1:63, 1:65, 1:67, 1:72, 1:74, 1:86, 5:47

### DIRECTORS

Group insurance, 1:23

### DISABILITIES

Accessibility, 4:2, 4:4, 4:5, 4:95, 4:129, 4:133, 4:193  
Accommodations, 1:69, 1:70, 3:51, 3:106, 3:107, 3:120 to 3:122, 4:2, 4:14, 4:15, 4:22, 4:27, 4:30, 4:32, 4:46, 4:48, 4:50 to 4:52, 4:63, 4:65 to 4:71, 4:73 to 4:77, 4:79, 4:83 to 4:85, 4:91 to 4:94, 4:96 to 4:101, 4:105 to 4:117, 4:119 to 4:130, 4:135 to 4:141, 4:143, 4:144, 4:146, 4:147, 4:149, 4:170, 4:172, 4:181, 4:210, 4:215, 5:2, 5:3, 5:5, 5:10, 5:11, 5:15, 5:17, 5:19, 5:20, 5:23, 5:30, 5:39, 5:43, 5:46, 8:3, 8:20  
After-acquired evidence, 4:215  
Age, 1:60, 3:12, 3:18, 3:105, 3:120 to 3:122, 4:8, 4:17, 4:49, 4:108, 4:110, 4:117, 4:134, 4:139, 4:147, 4:158, 4:184, 4:203, 4:215, 4:216, 4:235, 5:26, 5:28, 8:3, 8:4  
Alcohol use, 4:167, 4:170, 4:171, 4:230  
Americans with Disabilities Act, 1:69, 1:70, 1:88, 3:12, 3:16, 3:18, 3:38, 3:42, 3:51, 3:59, 3:104 to 3:108, 3:120 to 3:122, 4:1 to 4:243, 5:1 to 5:31, 5:33 to 5:46, 5:52, 5:55, 8:1 to 8:3, 8:10, 8:14, 8:15, 8:18, 8:20  
Arbitration, 4:8, 4:142, 4:178, 4:180, 4:235, 5:6  
Assessment, 4:15, 4:20, 4:23, 4:33, 4:56 to 4:62, 4:74, 4:76, 4:91, 4:97, 4:99, 4:104, 4:146, 4:147, 4:151, 4:152, 4:170, 4:177, 4:215, 5:22  
Attendance, 3:122, 4:42 to 4:44, 4:46, 4:74, 4:87 to 4:89, 4:94, 4:107, 4:108, 4:112, 4:117, 4:120, 4:127, 4:128, 4:133, 4:135, 4:137, 4:169,

**DISABILITIES—Cont'd**

4:215, 5:33, 8:3, 8:15, 8:20  
 Awards, 2:13, 4:37, 4:215, 8:20  
 Back pay, 4:8, 4:213, 4:215  
 Benefits, 1:60, 1:68 to 1:70, 1:88, 2:3, 2:13, 2:16, 3:16, 3:38, 3:42, 3:46, 3:51, 3:59, 3:107, 3:109, 3:120, 3:121, 4:4, 4:8, 4:11, 4:13, 4:15, 4:37, 4:65, 4:66, 4:71, 4:73, 4:74, 4:83, 4:84, 4:87, 4:91, 4:123, 4:125, 4:144, 4:147, 4:150 to 4:162, 4:177, 4:182, 4:189, 4:215, 4:235, 5:1 to 5:31, 5:33 to 5:46, 5:52, 5:55, 8:3, 8:14, 8:15, 8:20  
 Burden of proof, 4:15, 4:35, 4:37, 4:44, 4:72, 4:215, 4:226, 5:7, 8:18  
 Business necessity, 1:68, 1:69, 3:108, 4:15, 4:27, 4:47, 4:48, 4:51, 4:54, 4:55, 4:63 to 4:65, 4:68, 4:69, 4:75, 4:97, 4:99, 4:147, 4:165, 4:168, 4:171 to 4:173, 4:202, 4:215, 4:218, 4:221, 4:231, 5:15, 5:17, 5:30, 5:40, 5:42, 5:43, 5:55  
 Causation, 4:21, 4:215  
 Certificates, 4:35  
 Certification requirements, 3:59, 3:68, 4:55, 4:140, 5:40  
 Choosing, 4:147, 5:7, 8:20  
 Collective bargaining agreements, 1:60, 3:120, 3:121, 4:104, 5:2, 5:5  
 Compensatory damages, 4:8, 4:213, 4:215  
 Confidentiality, 3:51, 3:122, 4:47, 4:50, 4:75, 4:147, 4:173, 4:183, 5:3, 5:39  
 Continuing violations, 5:27  
 Costs, 1:69, 3:46, 4:35, 4:65, 4:68, 4:69, 4:77, 4:79, 4:84, 4:147, 4:152, 4:156, 4:215, 4:230, 5:10, 5:11, 5:15, 5:20,

**DISABILITIES—Cont'd**

5:42, 8:3, 8:15, 8:20  
 Defenses, 4:21, 4:215, 4:218 to 4:239, 8:18  
 Direct dealing, 5:2  
 Direct threat, 3:120, 3:121, 4:15, 4:21, 4:27, 4:55 to 4:64, 4:70, 4:75, 4:84, 4:97, 4:146, 4:147, 4:170, 4:171, 4:175, 4:202, 4:215, 4:218, 4:226, 5:11, 5:15, 5:19, 5:22, 5:41, 8:18  
 Drug use, 3:104, 4:61, 4:119, 4:148, 4:149, 4:164 to 4:166, 4:168, 4:170, 4:171, 4:173, 4:175, 4:202, 4:230, 4:231  
 Eleventh amendment, 4:8, 4:181, 4:235  
 Emotional disabilities, 4:59  
 Episodic impairments, 4:15  
 Estoppel, 4:237, 5:7  
 Evidence, 3:120, 3:121, 4:15, 4:20, 4:21, 4:26 to 4:31, 4:33, 4:40, 4:44, 4:55 to 4:61, 4:72, 4:87, 4:89, 4:97, 4:102, 4:108 to 4:111, 4:119, 4:120, 4:127, 4:129 to 4:131, 4:134, 4:142, 4:143, 4:146, 4:147, 4:156, 4:157, 4:159, 4:164, 4:165, 4:172, 4:175, 4:177, 4:181, 4:182, 4:214, 4:215, 4:239, 5:7, 5:13, 5:14, 5:20, 5:22, 5:29, 8:10  
 Examinations, 1:60, 1:69, 3:120, 4:2, 4:12, 4:45 to 4:55, 4:58, 4:97, 4:145 to 4:147, 4:150, 4:172, 4:173, 4:202, 4:215, 4:231, 4:240, 5:11, 5:15, 5:17 to 5:19, 5:43, 8:10  
 Exclusions, 4:25, 4:62, 4:152  
 Exclusivity, 5:24  
 Family and Medical Leave Act, 1:69, 1:70, 1:88, 3:12, 3:16, 3:18, 3:38, 3:42, 3:46, 3:51, 3:59, 3:68, 3:104 to 3:109, 3:120 to 3:122, 4:74, 4:75, 4:83, 4:84, 4:87, 4:147,

## INDEX

### DISABILITIES—Cont'd

4:203, 5:1, 5:28 to 5:31, 5:33 to 5:46, 5:52, 5:55, 8:2, 8:3, 8:18, 8:20  
Flexible leave, 3:120, 3:121, 4:108, 4:112, 4:113, 4:117, 4:127, 4:136 to 4:138  
Front pay, 4:215  
General discussion, 4:147  
Harassment, 1:69, 4:15, 4:21, 4:75, 4:147, 4:185, 4:207, 4:215 to 4:217, 4:229, 8:1, 8:3, 8:14, 8:15, 8:20  
Health insurance, 1:68, 3:46, 3:106, 3:107, 3:120, 3:121, 4:35, 4:50, 4:74, 4:83, 4:84, 4:87, 4:125, 4:147, 4:152, 4:153, 4:155 to 4:159, 4:231, 5:26, 5:30, 5:38, 8:3, 8:14, 8:15  
Hearings, 5:13  
Immunity, 4:137, 4:149, 4:181  
Impairment, 1:69, 2:13, 3:12, 4:2, 4:14 to 4:24, 4:26, 4:27, 4:29 to 4:31, 4:33, 4:65, 4:69, 4:75, 4:97, 4:108 to 4:112, 4:114, 4:117, 4:118, 4:121, 4:122, 4:124, 4:125, 4:127, 4:129, 4:130, 4:133, 4:136, 4:137, 4:140 to 4:142, 4:147, 4:149, 4:164, 4:202, 4:215, 4:218, 4:230, 4:231, 5:7, 5:11, 5:12, 5:14, 5:21, 5:23, 5:29, 5:43  
Injunctive relief, 4:143, 4:215, 8:18  
Inquiries, 1:69, 3:120, 4:12, 4:43, 4:45 to 4:55, 4:58, 4:97, 4:108, 4:127, 4:145 to 4:147, 4:165, 4:168, 4:172, 4:173, 4:202, 4:215, 4:231, 5:15, 5:17 to 5:19, 5:40, 5:43, 8:10  
Insurance, 1:68, 1:69, 2:3, 3:46, 3:106, 3:107, 3:120, 3:121, 4:35, 4:37, 4:50, 4:74, 4:83, 4:84, 4:87, 4:97, 4:125, 4:133, 4:147, 4:150 to 4:162,

### DISABILITIES—Cont'd

4:230, 4:231, 4:234, 5:7, 5:10, 5:13, 5:15, 5:19, 5:20, 5:23, 5:26, 5:30, 5:38, 8:3, 8:14, 8:15  
Interactive process, 1:70, 4:68 to 4:70, 4:72, 4:74 to 4:77, 4:79, 4:84, 4:85, 4:91, 4:99, 4:106, 4:144, 4:147, 4:148, 4:215  
Interest, 3:120, 4:8, 4:68, 4:117, 4:149, 4:168, 4:213, 4:215, 5:6, 8:10  
Interference, 4:8, 4:76, 4:99, 4:147, 4:215, 4:216, 4:235  
Investigations, 4:9, 4:216, 8:3  
Job restructuring, 4:66, 4:74, 4:82, 4:84, 4:86, 4:110, 4:147, 4:215, 5:2, 5:21  
Judicial estoppel, 5:7  
Learning disabilities, 4:15, 4:17, 4:30, 4:32, 4:126, 4:133, 4:215  
Leave of absence, 4:74, 4:84, 4:169, 4:215, 5:40, 5:46  
Light duty jobs, 4:202  
Major life activity, 3:12, 4:14, 4:15, 4:17, 4:19 to 4:21, 4:23, 4:26, 4:27, 4:29, 4:30, 4:33, 4:65, 4:69, 4:97, 4:107 to 4:109, 4:111, 4:113, 4:117, 4:123 to 4:127, 4:129, 4:133, 4:137, 4:138, 4:140, 4:142, 4:147, 4:154, 4:215, 5:11, 5:12, 5:14  
Mental disabilities, 4:175, 5:23  
National Labor Relations Act, 4:178, 5:2  
Nonwork activities, 4:60, 4:142  
Notices, 3:51, 4:67, 4:75, 4:195, 5:42  
Perceived disability, 4:215  
Preemployment inquiries, 4:46, 4:52  
Procedure, 2:13, 4:55, 4:108, 4:112, 4:125, 4:127, 4:204,

**DISABILITIES—Cont'd**

4:209, 4:215, 5:3  
 Production standards, 4:40, 4:51,  
 4:66, 4:144  
 Punitive damages, 4:8, 4:98,  
 4:213, 4:215  
 Qualification standards, 4:12,  
 4:15, 4:51, 4:52, 4:63, 4:215,  
 4:218, 4:230, 4:231, 8:20  
 Reasonable accommodation, 1:69,  
 1:70, 1:88, 3:105 to 3:107,  
 3:120, 3:121, 4:2, 4:4, 4:8,  
 4:12, 4:14, 4:15, 4:22, 4:27,  
 4:30, 4:34, 4:35, 4:37, 4:39,  
 4:44 to 4:57, 4:63 to 4:149,  
 4:168 to 4:170, 4:175, 4:182,  
 4:186, 4:202, 4:205, 4:210,  
 4:213, 4:215, 4:218, 4:221,  
 4:224, 4:225, 4:228, 4:231,  
 4:233, 5:2, 5:4, 5:7, 5:8,  
 5:10, 5:11, 5:13, 5:15, 5:17,  
 5:19 to 5:23, 5:28, 5:30,  
 5:33, 5:35, 5:40, 5:41, 5:44  
 to 5:46, 8:3, 8:14, 8:15, 8:18  
 Reassignment, 1:70, 3:38, 3:107,  
 4:66, 4:74, 4:83, 4:84, 4:91,  
 4:104, 4:117, 4:118, 4:120,  
 4:124, 4:125, 4:140, 4:147,  
 4:186, 4:215, 4:229, 4:233,  
 5:2, 5:11, 5:20, 5:21, 5:30,  
 5:41  
 Record of disability, 4:147, 4:215  
 Rehabilitation Act, 3:18, 3:105,  
 4:2, 4:4, 4:9, 4:10, 4:13 to  
 4:15, 4:24, 4:34, 4:44, 4:53,  
 4:55, 4:56, 4:63, 4:108,  
 4:133, 4:142, 4:143, 4:145,  
 4:147, 4:173, 4:182, 4:186,  
 4:187, 4:203, 4:215, 5:2, 5:7,  
 5:8, 5:28, 5:30, 8:3  
 Rehabilitation services, 1:60,  
 4:74, 4:84, 5:11, 5:23  
 Reinstatement, 1:68, 3:38, 3:42,  
 4:8, 4:169, 4:213, 4:215,  
 5:11, 5:41, 5:44  
 Remedies, 3:105, 4:8, 4:9, 4:98,  
 4:142, 4:181, 4:184, 4:213,

**DISABILITIES—Cont'd**

4:215, 4:243, 5:31  
 Remission, 3:12, 4:14, 4:15, 4:20,  
 4:30, 4:33, 4:129, 4:147,  
 4:215  
 Request for accommodation, 4:68,  
 4:71, 4:72, 4:77, 4:84, 4:127,  
 4:147, 4:215  
 Retaliation, 4:8, 4:74, 4:84, 4:87,  
 4:117, 4:122, 4:147, 4:211,  
 4:215 to 4:217, 8:1, 8:3,  
 8:15, 8:20  
 Seniority, 1:68, 4:13, 4:50, 4:74,  
 4:84, 4:91, 4:104, 4:120,  
 4:182, 4:215, 5:2, 8:18  
 Serious health condition, 3:12,  
 3:16, 3:38, 3:42, 3:46, 3:59,  
 3:104, 3:106, 3:107, 3:120 to  
 3:122, 5:29, 5:35, 5:36, 5:40,  
 5:42, 5:45, 5:46, 5:55  
 Statute of limitations, 3:120, 4:10,  
 4:215, 5:27  
 Substantially limits, 3:12, 3:122,  
 4:2, 4:14 to 4:17, 4:19, 4:20,  
 4:23, 4:26, 4:27, 4:29, 4:30,  
 4:33, 4:65, 4:69, 4:97, 4:110,  
 4:118, 4:133, 4:147, 4:215,  
 5:11, 5:12, 5:14, 5:29  
 Undue hardship, 1:70, 3:104,  
 3:106, 3:107, 3:120, 3:121,  
 4:2, 4:15, 4:44, 4:66, 4:69,  
 4:71 to 4:76, 4:79, 4:83,  
 4:84, 4:86, 4:87, 4:91, 4:92,  
 4:94, 4:96, 4:98 to 4:105,  
 4:117, 4:143, 4:144, 4:146 to  
 4:149, 4:169, 4:182, 4:202,  
 4:215, 4:218, 4:225, 5:2, 5:4,  
 5:11, 5:20, 5:21, 5:30, 5:41,  
 5:44, 5:45, 8:3, 8:18  
 Waiver, 3:59, 4:8, 4:65, 4:99,  
 4:147, 4:202, 4:235  
 Work activities, 2:13, 4:134,  
 4:185

**DISABILITY BENEFITS**

Americans with Disabilities Act,  
 3:16, 4:37, 5:7, 5:13, 5:26

## INDEX

### DISABILITY BENEFITS

#### —Cont'd

- Compensation, **1:68, 2:1 to 2:5, 2:8, 2:9, 2:14, 2:16, 5:7, 5:13, 5:26, 7:3**
- Coordination of benefits, **2:3**
- Employee Retirement Income Security Act, **1:16, 1:18, 2:14**
- Life insurance, **1:22, 7:3**
- Medical benefits, **1:16, 1:18, 1:22, 1:68, 5:7, 5:13, 5:26**
- Statute of limitations, **1:16**
- Waiting period, **2:2, 2:3**

### DISCIPLINE

- Compensation, **3:124, 4:84**
- Customers, **4:84, 4:147**
- Evidence, **4:55, 4:147, 8:5**
- General discussion, **4:147**
- Harassment, **1:69, 4:75, 4:147, 4:217**
- Performance standards, **4:167, 4:169, 4:171, 6:4**
- Retaliation, **4:84, 4:147, 4:217**
- State law, **4:149, 4:173**

### DISCLOSURES

- Age Discrimination in Employment Act, **4:147**
- Americans with Disabilities Act, **4:141, 4:147**
- General discussion, **4:147**
- Rehabilitation Act, **4:147**
- Title VII, **4:147**

### DISCOVERY

- Depositions, **3:97, 4:240**
- Interrogatories, **3:97, 4:240**
- Relief, **3:97**

### DISCRIMINATION

- Alabama, **4:8, 4:235**
- Alaska, **4:149**
- Arizona, **4:149**
- Arkansas, **4:149**
- California, **4:108, 4:117, 4:149**
- Colorado, **4:149**

### DISCRIMINATION—Cont'd

- Connecticut, **4:149**
- Delaware, **4:149**
- District of Columbia, **4:149**
- Florida, **4:149**
- Georgia, **4:149**
- Hawaii, **4:149**
- Illinois, **4:149**
- Kentucky, **4:215**
- Maine, **4:149**
- Maryland, **3:116, 4:122, 4:149**
- Massachusetts, **4:149**
- Michigan, **4:149**
- Minnesota, **4:149, 4:215**
- Montana, **4:149**
- Nevada, **3:116, 4:149**
- New Hampshire, **4:149**
- New Jersey, **4:2, 4:86, 4:134, 4:148, 4:149**
- New Mexico, **4:149**
- New York, **4:108, 4:117, 4:122, 4:142, 4:149**
- North Dakota, **4:149**
- Ohio, **4:142, 4:149**
- Oregon, **4:149**
- Pennsylvania, **4:2 to 4:4, 4:10, 4:117, 4:149, 4:215**
- Rhode Island, **4:149**
- Texas, **4:215**
- Vermont, **4:149**
- Virginia, **4:122, 4:149**
- Washington, **4:2 to 4:5, 4:108, 4:117, 4:122, 4:149**
- West Virginia, **4:149**

### DISPARATE IMPACT

- Adverse employment action, **4:147, 4:215, 4:221**
- Affirmative action, **4:215**
- Civil Rights Act, **1:68, 4:98, 4:147, 4:183, 4:215, 5:26**
- Congressional intent, **4:215**
- Disability discrimination, **4:143, 4:147, 4:215**
- Harassment, **4:147, 4:215**

**DISPARATE IMPACT—Cont'd**

Insurance, **1:68, 4:147, 4:160, 5:23, 5:26**  
 Performance, **4:147, 4:215, 4:218, 4:221**  
 Pretext, **4:215**  
 Rehabilitation Act, **4:143, 4:147, 4:215**  
 Remedies, **4:98, 4:215**  
 Retaliation, **4:147, 4:215**  
 Sexual orientation, **4:147**  
 Statistical evidence, **4:215**  
 Tests, **4:147, 4:183, 4:215, 4:218**

**DISPARATE TREATMENT**

Age discrimination, **4:147, 4:215, 5:26**  
 Allocation of burdens, **4:215**  
 Civil Rights Act, **4:147, 4:215, 5:26, 8:2**  
 Comparative evidence, **8:19**  
 Congressional intent, **4:215**  
 Damages, **4:215**  
 Decisionmakers, **8:19**  
 Defenses, **4:215, 4:218**  
 Direct evidence of discrimination, **4:215**  
 Disability discrimination, **4:134, 4:143, 4:147, 4:215**  
 Discriminatory animus, **4:143, 4:215**  
 Factual findings, **4:134**  
 Harassment, **4:147, 4:215, 8:11**  
 Hiring, **4:147, 4:215**  
 Intentional discrimination, **4:143, 4:215**  
 Mixed motives, **4:215**  
 Pretext, **4:134, 4:215**  
 Prima facie case, **4:143, 4:215**  
 Protected class, **4:134, 8:6**  
 Punitive damages, **4:215**  
 Recruiting, **4:156**  
 Rehabilitation Act, **4:143, 4:147, 4:215**  
 Religious discrimination, **4:147**

**DISPARATE TREATMENT**

**—Cont'd**

Remedies, **4:215**  
 Retaliation, **4:74, 4:147, 4:215**  
 Sexual orientation, **4:147**  
 Statistical evidence, **4:215, 8:19**

**DISTRICT OF COLUMBIA**

Compensation, **1:14, 3:124**  
 Credits, **3:124**  
 Health, **1:14, 3:10, 3:124, 4:149**  
 Health insurance, **1:14, 3:124**  
 Medical benefits, **1:14**  
 Notice, **3:10, 3:124, 4:149**  
 Permits, **3:124, 4:149**  
 Sick leave, **3:124**  
 Terms, **3:124**

**DIVORCE**

Cobra continuation coverage requirements, **1:23, 1:28, 5:47**

**DOMICILIARY CARE**

Medical benefits, **1:60**

**DRUGS**

Testing, **3:104, 3:124, 4:25, 4:55, 4:147, 4:164 to 4:171, 4:173, 4:202, 4:230, 4:231, 6:9**

**DUE PROCESS**

Punitive damages, **4:215**

**DURATION**

Collective bargaining agreements, **3:47**

**EARLY RETIREMENT**

Age discrimination, **5:26**  
 Benefits, **5:26**  
 Discrimination, **4:229, 5:26**  
 Incentives, **5:26**

**EFFECTIVE DATE**

Collective bargaining agreements, **4:104, 5:5**

## INDEX

### ELECTIONS

Eligibility, **1:58**  
Procedures, **1:58**

### EMPLOYEE BENEFITS

Income, **3:28, 4:215**  
Limitations, **4:215**  
Social security, **4:215**  
Tax, **3:117, 3:124, 4:11, 4:215**

### EMPLOYEE RETIREMENT INCOME SECURITY ACT

Amendment, **1:10**  
Banking, **1:15**  
Beneficiaries, **1:3 to 1:5, 1:13, 1:18, 1:20, 1:34, 1:52**  
Church, **1:2, 1:5**  
Claims procedure, **1:2, 1:7, 1:16**  
Criminal law, **1:15**  
Disability insurance laws, **1:2, 1:5, 2:14**  
Discrimination, **1:13, 1:16, 1:52, 1:85, 2:14, 5:9, 8:1, 8:17, 8:20**  
Employee assistance programs, **1:20**  
Employee benefit plan, **1:9, 1:11 to 1:13, 1:15, 1:16, 3:28, 3:35, 5:9**  
Employee pension benefit plans, **1:2, 2:14**  
Employee welfare benefit plans, **1:2, 1:4**  
Employees, **1:2, 1:6, 1:14, 1:16, 1:20, 1:21, 1:34, 1:85, 1:86, 2:14, 3:28, 3:35, 5:9, 8:1, 8:20**  
Employer disability, **2:14**  
Employment relationship, **3:28**  
Exceptions, **1:11, 1:13, 1:15**  
Excess benefit plans, **1:2, 1:5**  
Excluded plans, **1:2, 1:5**  
Federal employment, **8:20**  
Federal preemption, **1:17**  
Fiduciary, **1:2, 1:7 to 1:11, 1:14, 1:19, 2:14, 5:9**

### EMPLOYEE RETIREMENT INCOME SECURITY ACT —Cont'd

Governmental plans, **1:2, 1:5**  
Group insurance programs, **1:6**  
Health maintenance organizations, **1:18**  
Insurance agents, **1:13**  
Insurance laws, **1:2, 1:5, 2:14, 8:17**  
Interference, **1:16**  
Interference with, **1:16**  
Jury trial, **1:11, 1:16**  
Management, **1:4, 1:20, 8:20**  
Medical benefits, **1:2 to 1:21, 1:34, 1:52, 1:56, 1:64, 1:85, 1:86, 5:9, 8:17**  
Nonresident aliens, **1:2, 1:5**  
Owners, **1:2**  
Partners, **1:2, 8:1**  
Pension plans, **1:2, 1:3**  
Plan, **1:2, 1:3, 1:5 to 1:16, 1:18 to 1:21, 1:34, 1:52, 1:56, 1:64, 1:85, 1:86, 2:14, 3:28, 3:35, 5:9**  
Preemption, **1:7, 1:11 to 1:14, 1:17**  
Preemption of state law, **1:7**  
Reduction of benefits, **1:10**  
Remedies, **1:11, 1:16**  
Removal, **1:17**  
Reporting requirements, **1:8**  
Requirements, **1:2, 1:3, 1:5, 1:7, 1:8, 1:12, 1:13, 1:18, 1:34, 1:52, 1:56, 1:64, 1:85, 2:14, 3:28, 8:20**  
Retaliation, **8:1, 8:20**  
Section 510 claims, **1:16**  
Service providers, **1:18**  
Severance pay, **1:85**  
State insurance law, **1:13, 1:34**  
State law claims, **1:17**  
Termination, **1:7, 1:10, 1:34**  
Vacations, **1:85**

**EMPLOYEE RETIREMENT  
INCOME SECURITY ACT  
—Cont'd**

Welfare benefit, **1:2 to 1:4, 1:10,  
1:20, 1:21**  
Welfare benefit plans, **1:2, 1:4,  
1:10**

**EMPLOYMENT AGENCIES**

Age Discrimination in Employ-  
ment Act, **4:147**  
Americans with Disabilities Act,  
**1:70, 4:10, 4:12, 4:15, 4:52,  
4:147, 4:150, 4:188**  
Employer, **1:70, 4:10, 4:12, 4:15,  
4:52, 4:147, 4:150**  
Equal Employment Opportunity  
Commission, **4:15**  
General discussion, **4:147**  
Genetic Information Nondiscrimi-  
nation Act, **4:147**  
Hiring, **4:147, 4:150**  
Title VII, **1:70, 4:147, 4:188**

**EMPLOYMENT  
DISCRIMINATION**

Affirmative defense, **4:147, 4:215**  
Age, **4:108, 4:147, 4:184, 4:215,  
4:216, 8:3**  
Age discrimination in Employ-  
ment Act, **4:147, 4:184,  
4:215, 4:216, 8:3**  
Americans with Disabilities Act,  
**1:69, 4:2, 4:4, 4:9, 4:12,  
4:108, 4:147, 4:150, 4:184 to  
4:186, 4:215 to 4:217, 4:229,  
4:243, 5:6, 8:3, 8:14, 8:15**  
Arbitration, **3:74, 5:6**  
Back pay, **4:215**  
Burden of proof, **4:215**  
Causation, **3:82, 4:215**  
Citizenship, **4:147, 8:3**  
Civil Rights Act, **1:69, 4:147,  
4:215, 4:216, 8:3**  
Collective bargaining agreement,  
**4:215, 5:6**

**EMPLOYMENT  
DISCRIMINATION—Cont'd**

Compensatory damages, **4:215**  
Current employees, **4:147**  
Direct evidence, **4:215**  
Disability, **1:69, 4:2, 4:4, 4:9,  
4:12, 4:108, 4:147, 4:150,  
4:186, 4:215 to 4:217, 4:243,  
5:6, 8:3, 8:14, 8:15**  
Disparate impact, **4:147, 4:215**  
Disparate treatment, **4:147, 4:215**  
Equal Pay Act, **4:184**  
Evidence, **3:82, 4:108, 4:147,  
4:215**  
Executive, **4:4, 4:108**  
Exhaustion of administrative rem-  
edies, **4:9**  
Former employees, **4:147**  
Front pay, **4:215**  
Gender identity, **4:147, 4:216, 8:3**  
Harassment, **1:69, 4:147, 4:185,  
4:215 to 4:217, 4:229, 8:3,  
8:14, 8:15**  
Hostile work environment, **4:215,  
4:216, 8:3**  
Immigration Reform and Control  
Act, **4:184**  
Immigration status, **4:147, 4:184,  
4:217, 8:3**  
Injunctive relief, **4:215**  
Liability, **4:12, 4:185, 4:215,  
4:216**  
Mixed motive, **4:215**  
National origin, **4:147, 4:216, 8:3**  
Pattern or practice, **4:2, 4:9**  
Pregnancy, **1:69, 4:147, 4:216, 8:3**  
Pretext, **4:215**  
Procedure, **4:108, 4:215**  
Protected activity, **3:82, 4:147,  
4:215, 4:217, 8:3**  
Punitive damages, **4:215**  
Race, **4:147, 4:216, 8:3**  
Reasonable accommodation, **1:69,  
4:2, 4:4, 4:12, 4:108, 4:147,  
4:186, 4:215, 8:3, 8:14, 8:15**

## INDEX

### EMPLOYMENT

#### DISCRIMINATION—Cont'd

Reasonable belief, **4:147, 4:217**  
Rehabilitation Act, **4:2, 4:4, 4:9, 4:108, 4:147, 4:186, 4:215, 8:3**  
Relief, **4:184, 4:215**  
Religion, **4:147, 4:215, 4:216, 8:3**  
Retaliation, **3:82, 4:147, 4:215 to 4:217, 8:3, 8:15**  
Retirement, **4:229**  
Seniority systems, **4:215**  
Sex, **1:69, 3:4, 4:147, 4:216, 8:3**  
Sexual orientation, **4:147, 4:216, 8:3**  
Standards of proof, **4:215**  
Statistics, **4:215**  
Statute of limitations, **4:215**  
Tangible employment action, **4:215**  
Tax, **4:215**  
Temporal proximity, **4:215**  
Waiver, **4:147**

### EMPLOYMENT PRACTICES

Business necessity, **1:69, 4:15**  
Cobra continuation coverage requirements, **1:23**  
Family and Medical Leave Act, **1:69, 3:123**  
Federal contractors, **4:4, 4:15**  
Federal employment, **4:4, 4:15, 8:15**  
Former employees, **1:23**  
Fringe benefits, **1:23, 4:13**  
Independent contractors, **1:23, 4:216**  
Number of employees, **1:23, 4:15**  
Person, **1:23, 1:69, 4:15, 4:216, 8:15**  
Remedies, **1:23**

### EMPLOYMENT STANDARDS

#### ADMINISTRATION

Department of Labor, **3:73**

### ENFORCEMENT

Arbitration, **3:72, 4:8, 5:6**  
Cause of action, **3:72, 4:183, 4:215**  
ERISA, **1:7, 1:16, 1:52**  
Exhaustion of administrative remedies, **3:72**  
Fiduciary, **1:7**  
Internal Revenue Service, **1:52, 3:124**  
Maryland, **3:116**  
Statute of limitations, **1:16, 3:120, 4:215**

### ENROLLMENT

Health maintenance organizations, **1:60**

### EQUAL EMPLOYMENT

#### OPPORTUNITY

#### COMMISSION

Adverse employment action, **4:215**  
Americans with Disabilities Act, **1:69, 3:12, 3:120, 3:121, 4:2, 4:8, 4:9, 4:13 to 4:15, 4:17 to 4:21, 4:23, 4:24, 4:26, 4:28 to 4:30, 4:32, 4:34, 4:42, 4:48, 4:56, 4:59, 4:60, 4:63, 4:66, 4:68 to 4:71, 4:73 to 4:76, 4:83, 4:84, 4:91, 4:92, 4:94, 4:97, 4:99, 4:105, 4:131, 4:144, 4:175, 4:183, 4:215, 4:218, 5:3, 5:6, 5:11, 5:14, 5:16, 5:19, 5:22, 5:24, 8:3, 8:10, 8:14, 8:20**  
Appeals, **4:215**  
Burdensome, **4:69, 4:215, 5:14, 8:3**  
Causation, **4:21, 4:215**  
Commencement, **1:68**  
Complaints, **1:69, 3:120, 4:2, 4:9, 4:215, 5:3, 8:3, 8:20**  
Conciliation, **5:3**  
Confidentiality, **4:75, 4:183, 5:3**  
Coverage, **1:87, 3:12, 3:120, 3:121, 4:14, 4:15, 4:20, 4:21,**

**EQUAL EMPLOYMENT**

**OPPORTUNITY**

**COMMISSION—Cont'd**

4:23, 4:29, 4:30, 4:32, 4:74,  
4:76, 4:83, 4:84, 4:99, 4:175,  
4:215, 4:218, 8:14

Delays, 4:70, 4:84

Disability discrimination, 4:8, 4:9,  
4:18, 4:131, 4:215, 5:11,  
5:24

District, 4:215

Employers, 1:68, 1:69, 1:87,  
3:120, 3:121, 4:2, 4:8, 4:9,  
4:13, 4:15, 4:48, 4:56, 4:60,  
4:68, 4:69, 4:71, 4:73 to  
4:76, 4:83, 4:84, 4:91, 4:97,  
4:99, 4:105, 4:131, 4:144,  
4:175, 4:183, 4:215, 4:218,  
5:3, 5:6, 5:11, 5:16, 5:19,  
5:22, 5:24, 8:3, 8:10, 8:13,  
8:14, 8:20

Employment agencies, 4:15

Enforcement guidance, 3:120,  
4:97, 4:144, 5:11, 5:24

Equal Pay Act, 4:8, 8:20

Evidence, 3:120, 3:121, 4:15,  
4:20, 4:21, 4:26, 4:28 to  
4:30, 4:56, 4:59, 4:60, 4:97,  
4:131, 4:175, 4:215, 5:14,  
5:22, 8:10

Freedom of Information Act, 5:3

General counsel, 5:3

Investigation, 1:69, 4:8, 4:70, 5:3,  
8:3, 8:14

Jurisdiction, 5:16

Medical examinations, 1:69,  
3:120, 4:48, 4:97, 5:11, 8:10

National Labor Relations Board,  
5:3

Parties, 4:66, 4:73, 4:215, 5:3,  
8:20

Psychiatric disabilities, 4:97,  
4:175

Questioning, 8:3

Reasonable accommodation, 1:69,  
3:120, 3:121, 4:2, 4:8, 4:14,

**EQUAL EMPLOYMENT**

**OPPORTUNITY**

**COMMISSION—Cont'd**

4:15, 4:30, 4:34, 4:48, 4:56,  
4:63, 4:66, 4:68 to 4:71, 4:73  
to 4:76, 4:83, 4:84, 4:91,  
4:92, 4:94, 4:97, 4:99, 4:105,  
4:131, 4:144, 4:175, 4:215,  
4:218, 5:11, 5:19, 5:22, 8:3,  
8:14

Records, 4:30, 4:68, 4:69, 4:74,  
4:84, 4:131, 8:20

Remedies, 1:75, 4:8, 4:9, 4:215

Retaliation, 4:8, 4:74, 4:84, 4:215,  
8:3, 8:13, 8:20

Sexual harassment, 4:215

Strike, 4:63, 4:215

Supervisor harassment, 4:215

Undue hardship, 3:120, 3:121,  
4:2, 4:15, 4:66, 4:69, 4:71,  
4:73 to 4:76, 4:83, 4:84,  
4:91, 4:92, 4:94, 4:99, 4:105,  
4:144, 4:215, 4:218, 5:11,  
8:3

Unions, 4:15, 4:73, 4:75

**EQUAL PAY ACT**

Compensation, 5:26, 8:20

Defenses, 4:235

Enforcement, 4:8, 4:184

Experience, 8:20

Parties, 8:20

Remedies, 4:8, 4:184

Retaliation, 4:8, 8:1, 8:20

Training programs, 8:20

**ERISA**

Church plans, 1:2, 1:5

Enforcement, 1:7, 1:16, 1:52

Fiduciary responsibility, 1:8

Governmental plans, 1:2, 1:5

HIPAA, 1:34, 1:52

**ESSENTIAL FUNCTIONS**

Job descriptions, 4:40, 4:215

## INDEX

### EVIDENCE

Burden of Proof, 3:99, 4:15, 4:44, 4:72, 4:215, 5:7  
Business necessity, 4:15, 4:27, 4:55, 4:97, 4:147, 4:165, 4:172, 4:215  
Comparative evidence, 8:9, 8:19  
Damages, 1:16, 3:88, 3:90, 3:93, 3:98, 3:99, 3:116, 4:181, 4:215  
Defenses, 3:98, 3:99, 4:21, 4:215, 4:239  
Direct evidence, 3:81, 4:215  
Disparate treatment, 4:134, 4:143, 4:147, 4:156, 4:215, 8:19  
Education, 2:9, 2:10, 2:12, 4:30, 4:110, 4:127, 4:215, 5:7  
Employee Retirement Income Security Act, 1:16, 1:52  
Employment agency, 4:15  
Expert testimony, 4:97, 4:131, 4:134  
General discussion, 4:147  
Legitimate, 3:81, 3:99, 4:56, 4:134, 4:147, 4:156, 4:165, 4:181, 4:215  
Mixed motives, 4:215  
Objections, 4:147  
Plaintiff, 1:16, 3:76, 3:80 to 3:82, 3:87, 3:88, 3:90, 3:93, 3:99, 4:72, 4:120, 4:131, 4:134, 4:142, 4:143, 4:182, 4:214, 4:215, 5:7, 5:13  
Pretext, 1:16, 3:81, 3:98, 4:134, 4:215  
Prima facie case, 3:81, 3:87, 4:120, 4:142, 4:143, 4:215  
Privileges, 4:134, 4:143, 4:147, 4:215  
Remarks, 4:147  
Retaliation, 3:82, 3:87, 3:98, 4:87, 4:147, 4:215  
Scientific evidence, 4:156, 4:159  
Similarly situated employees, 1:16  
State law, 4:157, 4:215, 5:7, 5:20

### EVIDENCE—Cont'd

Statistical evidence, 4:15, 4:20, 4:33, 4:215, 8:19  
Stereotyping, 8:5, 8:9  
Summary judgment, 3:99, 4:143, 4:182, 4:215, 5:7  
Title VII, 3:99, 4:108, 4:146, 4:147, 4:215, 5:29, 8:10  
Types of evidence, 8:19  
Weight, 2:12, 4:40, 4:56, 4:109, 4:131, 4:134, 4:215, 5:7  
Witnesses, 4:147  
Work history, 4:60

### EXAMINATION

Federal employment, 1:83, 4:147

### EXCESS BENEFIT PLANS

Employee Retirement Income Security Act, 1:2, 1:5

### EXPERT

Costs, 1:86, 3:72, 3:73  
Discovery, 3:97, 4:240  
Witness, 1:86, 3:72, 3:73

### EXTENT

Federal employment, 1:83, 4:15, 4:147, 8:20  
Unions, 4:15, 4:147, 6:3

### FACTORS

Federal employment, 1:83, 4:147, 8:3

### FAILURE TO PROVIDE CERTIFICATION

Family and Medical Leave Act, 3:58, 3:99, 8:18

### FAIR LABOR STANDARDS ACT

Airlines, 1:71  
Answers, 3:124  
Approval, 3:10, 3:21  
Collective bargaining agreements, 1:60  
Commerce, 3:10, 3:21  
Common ownership, 3:10

**FAIR LABOR STANDARDS ACT**

—Cont'd

Compensatory time off, 3:27, 3:49  
 Complaints, 1:71, 1:79  
 Congress, 3:10, 3:18, 3:124,  
 4:203  
 Costs, 3:124  
 Coverage, 1:71, 1:79, 3:10, 3:11,  
 3:18, 3:21, 3:124  
 Credit, 3:52, 3:124  
 Damages, 1:71  
 Date, 1:60, 3:11, 3:27, 3:49, 3:51,  
 3:52, 3:124  
 Department of Labor, 1:57, 1:79,  
 3:10, 3:11, 3:21, 3:27, 3:49,  
 3:51, 3:123, 3:124  
 Discrimination, 1:79, 3:18, 4:203  
 Duties test, 5:48  
 Employ, 3:10, 3:11, 3:21, 3:124  
 Employee, 1:57, 1:60, 1:71, 3:10,  
 3:11, 3:18, 3:21, 3:27, 3:49,  
 3:51, 3:52, 3:124, 4:203,  
 5:33, 5:48  
 Employer, 1:57, 1:60, 1:71, 3:10,  
 3:11, 3:21, 3:27, 3:49, 3:51,  
 3:52, 3:124, 5:33, 5:48  
 Enforcement, 1:79, 3:27, 3:49,  
 3:124  
 Exceptions, 3:11, 3:124  
 Family members, 3:51, 3:52  
 Federal law, 1:57  
 Government officials, 3:51  
 Independent contractors, 3:11,  
 3:124  
 Internal complaints, 1:71  
 Joint employers, 3:10, 3:124  
 Jurisdiction, 3:10  
 Knowledge, 3:124  
 Liquidated damages, 1:71  
 Materials, 1:60, 3:124  
 Minimum wage, 1:60, 1:71, 1:79,  
 3:51, 3:124, 5:48  
 Notice, 3:10, 3:11, 3:52, 3:124  
 Overtime, 1:71, 3:27, 3:49, 3:51,  
 3:124, 5:48

**FAIR LABOR STANDARDS ACT**

—Cont'd

Parts, 3:10  
 Piece rates, 3:124  
 Public agencies, 3:10, 3:11, 3:21  
 Public employees, 3:27  
 Punitive damages, 1:71  
 Railroads, 1:71  
 Recordkeeping, 1:71, 3:11, 3:51  
 Regulations, 1:79, 3:10, 3:11,  
 3:21, 3:27, 3:49, 3:51, 3:52,  
 3:124, 5:48  
 Reimbursement, 3:124  
 Remedies, 1:71, 1:79  
 Rest periods, 3:123  
 Retaliation, 1:71  
 Salary basis, 5:48  
 Schools, 3:10  
 Secretary of Labor, 1:79  
 Temporary employees, 3:124  
 United States, 3:10, 3:21, 3:124  
 Waiting, 3:124  
 Workweek, 3:10, 5:48

**FALSE STATEMENTS**

Criminal penalties, 1:21

**FAMILY AND MEDICAL LEAVE  
 ACT**

50 employees, 3:5, 3:10, 3:11,  
 3:21, 3:22, 3:40, 3:120,  
 3:124, 5:48  
 Adoption, 3:1, 3:4, 3:5, 3:16,  
 3:20, 3:24, 3:30, 3:32, 3:38,  
 3:52, 3:57, 3:75, 3:76, 3:80,  
 3:81, 3:103, 3:114 to 3:116,  
 5:56, 7:3, 8:20  
 Benefits, 1:33, 1:69, 1:70, 1:79,  
 1:88, 3:5 to 3:7, 3:10, 3:11,  
 3:14, 3:16, 3:17, 3:19, 3:23,  
 3:25 to 3:40, 3:42, 3:43, 3:45  
 to 3:49, 3:51 to 3:53, 3:59,  
 3:63, 3:72, 3:73, 3:77, 3:88,  
 3:90, 3:91, 3:93, 3:98, 3:107,  
 3:109 to 3:111, 3:113, 3:115,  
 3:117, 3:120, 3:121, 3:123,

INDEX

FAMILY AND MEDICAL LEAVE

ACT—Cont'd

3:124, 3:126, 4:74, 4:83,  
4:84, 4:87, 4:147, 5:1, 5:28  
to 5:56, 7:3, 8:3, 8:20

Birth, 3:4, 3:5, 3:16, 3:20, 3:24,  
3:28, 3:30, 3:38, 3:52, 3:57,  
3:75, 3:76, 3:80, 3:81, 3:103,  
3:114, 3:124, 5:56, 7:3

Burden of proof, 3:99, 5:32, 8:18

Certification, 3:8, 3:17, 3:19,  
3:26, 3:30, 3:40, 3:46, 3:58  
to 3:61, 3:63, 3:64, 3:67 to  
3:71, 3:99, 3:103, 3:120,  
3:121, 3:124 to 3:126, 5:32,  
5:36, 5:40, 5:42, 5:54, 7:3,  
8:18

Civil service employees, 3:5, 3:11

Cobra continuation coverage  
requirements, 5:47

Collective bargaining agreements,  
3:26, 3:47, 3:111, 3:120,  
3:121

Colleges, 3:22

Compensation, 3:11, 3:27, 3:28,  
3:36, 3:40, 3:42, 3:46, 3:49,  
3:51, 3:52, 3:59, 3:72, 3:73,  
3:93, 3:107, 3:112, 3:114,  
3:124, 4:84, 5:33, 5:40, 5:49  
to 5:56, 7:3, 8:18, 8:20

Conditions of employment, 1:69,  
3:5, 3:7, 3:26, 3:35, 3:42,  
3:85, 8:3

Coverage, 1:33, 1:70, 1:79, 3:5,  
3:10 to 3:26, 3:28, 3:32,  
3:35, 3:36, 3:40, 3:46 to  
3:48, 3:105 to 3:107, 3:120,  
3:121, 3:124, 4:74, 4:83,  
4:84, 4:87, 4:147, 5:28 to  
5:30, 5:32, 5:34, 5:38, 5:40,  
5:47, 7:3

Damages, 3:72, 3:73, 3:88, 3:90  
to 3:99, 3:116, 8:18

Daughter, 3:4, 3:5, 3:12, 3:16,  
3:19, 3:20, 3:24, 3:38, 3:57,  
3:75, 3:76, 3:80, 3:81, 3:116,

FAMILY AND MEDICAL LEAVE

ACT—Cont'd

3:120 to 3:122, 3:124, 5:35,  
7:3

Department of Labor, 1:69, 1:70,  
1:79, 1:88, 3:2, 3:3, 3:5 to  
3:17, 3:19 to 3:37, 3:40, 3:42  
to 3:51, 3:53, 3:54, 3:56 to  
3:60, 3:68, 3:69, 3:71 to  
3:74, 3:78, 3:79, 3:97, 3:99,  
3:102, 3:104, 3:105, 3:111 to  
3:116, 3:119 to 3:124, 3:126,  
4:147, 5:28, 5:40, 5:56, 7:2,  
8:3, 8:18

Designation notice, 3:40, 3:125

Disability, 1:69, 1:70, 1:88, 3:12,  
3:16, 3:19, 3:20, 3:27, 3:28,  
3:35, 3:46, 3:49, 3:52, 3:59,  
3:68, 3:105 to 3:107, 3:109,  
3:113, 3:115, 3:120 to 3:122,  
3:124, 3:126, 4:74, 4:75,  
4:83, 4:84, 4:87, 4:147, 5:1,  
5:28 to 5:56, 7:3, 8:2, 8:3

Discrimination, 1:69, 1:70, 1:79,  
3:4, 3:16, 3:18, 3:72 to 3:75,  
3:77, 3:81 to 3:85, 3:91,  
3:98, 3:99, 3:105 to 3:110,  
3:116, 3:117, 3:120, 3:121,  
4:75, 4:147, 4:203, 5:28 to  
5:31, 8:2, 8:3, 8:16, 8:18,  
8:20

Duration, 3:12, 3:23, 3:25, 3:30,  
3:31, 3:47, 3:58, 3:59, 3:68,  
3:70, 3:71, 3:76, 3:80, 3:81,  
3:117, 3:124, 4:74, 4:83,  
4:147, 5:45, 7:3

Duration of leave, 3:25

Educational agencies, 3:22 to 3:26

Educational institutions, 3:22

Effective date, 3:3, 3:9, 3:52,  
3:124

Employees, 1:69, 1:70, 1:79, 3:1  
to 3:5, 3:9 to 3:12, 3:14,  
3:16, 3:19, 3:21 to 3:24, 3:26  
to 3:32, 3:34 to 3:44, 3:49 to  
3:54, 3:57, 3:68, 3:69, 3:71  
to 3:74, 3:77, 3:78, 3:99,

EMPLOYEE MEDICAL LEAVE

FAMILY AND MEDICAL LEAVE

ACT—Cont'd

3:102 to 3:107, 3:109, 3:110,  
3:113, 3:115, 3:116, 3:119 to  
3:122, 3:124, 3:126, 4:74,  
4:75, 4:83, 4:84, 4:87, 4:147,  
5:28 to 5:30, 5:32 to 5:35,  
5:38, 5:40, 5:42 to 5:44,  
5:47, 5:48, 7:2 to 8:3, 8:18,  
8:20  
Employees covered, 3:5, 3:10,  
3:119  
Employer response, 3:125  
Employers, 1:69, 1:70, 1:79, 3:1,  
3:2, 3:4, 3:5, 3:9 to 3:11,  
3:13, 3:14, 3:16, 3:19, 3:27  
to 3:32, 3:34, 3:35, 3:40,  
3:41, 3:43, 3:44, 3:46, 3:47,  
3:49 to 3:54, 3:56, 3:57,  
3:61, 3:69, 3:72, 3:73, 3:77,  
3:99, 3:100, 3:103 to 3:106,  
3:116, 3:120 to 3:122, 3:124,  
4:74, 4:75, 4:83, 4:84, 4:87,  
4:147, 5:28 to 5:30, 5:33,  
5:34, 5:38 to 5:40, 5:42 to  
5:44, 5:47, 5:48, 7:2, 8:3,  
8:16, 8:18, 8:20  
Employers covered, 3:2, 3:10,  
3:28, 3:105, 4:147, 5:28  
Enactment, 1:69, 3:3, 3:9, 3:12  
Enforcement, 1:79, 3:12, 3:19,  
3:27, 3:49, 3:54, 3:72, 3:73,  
3:116, 3:119, 3:120, 3:124,  
4:147  
Equivalent benefits, 3:7, 3:35,  
3:46  
Equivalent pay, 3:23, 3:35, 3:38,  
3:43, 3:50, 3:107, 4:74, 4:83,  
5:30, 7:3  
Equivalent position, 3:5, 3:7,  
3:14, 3:22, 3:26, 3:34, 3:35,  
3:37, 3:42, 3:73, 3:76, 3:80,  
3:81, 3:98, 3:107, 3:120,  
3:124, 4:74, 4:84, 4:87, 5:30,  
5:41, 5:45, 7:3  
Evidence, 3:13, 3:76, 3:80 to  
3:82, 3:87, 3:88, 3:90, 3:93,

FAMILY AND MEDICAL LEAVE

ACT—Cont'd

3:98, 3:99, 3:116, 3:120,  
3:121, 4:87, 4:147, 5:29  
Failure to provide certification,  
3:58, 3:99, 8:18  
Family member, 3:6, 3:8, 3:17,  
3:19, 3:20, 3:23, 3:24, 3:28,  
3:30, 3:31, 3:37, 3:38, 3:46,  
3:58, 3:59, 3:63, 3:64, 3:66  
to 3:68, 3:70, 3:75, 3:76,  
3:80, 3:81, 3:103, 3:104,  
3:120 to 3:122, 3:125, 4:147,  
5:29, 5:42, 7:3, 8:3  
Federal government, 1:79, 3:10,  
3:11, 3:18, 3:55, 3:73, 3:105,  
3:119, 4:147, 4:203, 8:3  
Foreseeable leave, 3:30, 3:32,  
3:76  
General discussion, 4:147  
Group health plan, 1:33, 3:5, 3:11,  
3:17, 3:28, 3:36, 3:42, 3:47,  
3:48, 3:106, 3:107, 3:111,  
3:115, 4:74, 4:83, 5:30, 5:38,  
5:47, 5:53, 7:3  
Health benefits, 3:6, 3:10, 3:14,  
3:28, 3:40, 3:42, 3:45, 3:63,  
3:73, 3:107, 3:113, 3:115,  
3:126, 5:30, 5:33, 5:38, 7:3  
Health conditions, 3:13, 3:17,  
3:116, 3:120, 3:122, 4:147,  
5:29  
Immunity, 3:116  
Insurance premiums, 3:40, 3:46  
Intermittent leave, 3:16, 3:22,  
3:23, 3:30, 3:37, 3:38, 3:40,  
3:43, 3:69, 3:104, 3:111,  
3:115, 3:124, 4:84, 5:42,  
5:48  
Involuntary leave, 4:147  
Job restoration, 3:10, 3:42, 3:98  
Joint employers, 3:10, 3:124  
Key employees, 3:14, 3:28, 3:42,  
5:44, 7:3  
Litigation, 3:72 to 3:101  
Local governments, 1:70, 3:21

INDEX

**FAMILY AND MEDICAL LEAVE**

**ACT—Cont'd**

Maternity leave, **3:16, 3:109**  
Medical certifications, **3:51, 3:58, 3:115, 3:124, 5:29, 5:40**  
Multi-employer, **3:47, 5:47**  
National leave policy, **3:1, 3:2**  
Notice, **3:3, 3:8, 3:10, 3:11, 3:14, 3:19, 3:20, 3:23, 3:28 to 3:32, 3:36, 3:37, 3:40, 3:41, 3:43, 3:45, 3:47, 3:48, 3:52 to 3:54, 3:56 to 3:58, 3:72, 3:76 to 3:81, 3:99, 3:107, 3:115, 3:120, 3:121, 3:124 to 3:126, 4:74, 4:75, 4:147, 5:36, 5:42, 5:44, 5:47, 5:51, 7:3, 8:3, 8:18**  
Notices, **3:10, 3:40, 3:51, 4:75, 5:42, 7:3**  
Opinion letters, **3:12, 3:115**  
Overtime, **3:14, 3:15, 3:27, 3:35, 3:37, 3:42, 3:49, 3:51, 3:54, 3:120, 3:124, 4:84, 4:147, 5:48, 8:3, 8:20**  
Paid leave, **1:69, 1:79, 1:88, 3:5, 3:14, 3:27, 3:36, 3:40, 3:46, 3:49, 3:52, 3:59, 3:111, 3:113, 3:115, 3:119 to 3:121, 3:124, 3:126, 4:74, 4:83, 4:84, 4:87, 5:29, 5:51, 5:52, 7:3**  
Part-time employees, **3:11, 3:38, 3:52, 3:107, 3:124, 4:74, 4:83, 5:30, 8:20**  
Poster, **3:40, 3:41, 7:2**  
Pregnant employees, **1:69, 3:16, 4:147, 8:3, 8:20**  
Prohibited acts, **3:10, 3:38**  
Public policy, **3:2**  
Purpose, **3:4, 3:12, 3:20, 3:35, 3:50, 3:52, 3:68, 3:71, 3:73, 3:102, 3:103, 3:105, 3:113 to 3:116, 3:120, 3:121, 3:126, 4:84, 4:147, 5:30, 5:43, 5:47, 5:56, 8:3**  
Qualifying exigency leave, **3:9, 3:19, 3:102, 3:103**

**FAMILY AND MEDICAL LEAVE**

**ACT—Cont'd**

Recertification, **3:58, 3:61, 3:68, 3:70, 3:115**  
Recordkeeping, **3:11, 3:51**  
Recordkeeping requirements, **3:51**  
Reduced schedule, **3:15, 3:16, 3:25, 3:30, 3:37, 3:38, 3:40, 3:59, 3:68, 3:70, 3:71, 5:45, 5:48, 7:3, 8:3**  
Reemployment rights, **3:11, 3:110, 3:120**  
Regulations, **1:79, 3:2, 3:3, 3:6 to 3:17, 3:19 to 3:37, 3:40, 3:42 to 3:52, 3:54, 3:56 to 3:61, 3:68, 3:69, 3:72 to 3:74, 3:78, 3:97, 3:99, 3:103 to 3:105, 3:111 to 3:114, 3:116, 3:124, 4:147, 5:29, 5:30, 5:39, 5:40, 5:47, 5:48, 5:51, 8:20**  
Reinstatement, **3:7, 3:14, 3:28, 3:35, 3:38, 3:40, 3:42, 3:48, 3:72, 3:73, 3:91, 3:99, 5:41, 5:44, 7:3**  
Remedies, **1:79, 3:72, 3:105, 3:119, 5:31, 5:32**  
Requirements, **1:69, 1:79, 3:3, 3:8, 3:10, 3:12, 3:14, 3:16, 3:19, 3:21, 3:22, 3:27 to 3:32, 3:40, 3:42, 3:45, 3:48, 3:49, 3:51, 3:52, 3:54, 3:57 to 3:59, 3:61, 3:62, 3:68, 3:70, 3:71, 3:77, 3:78, 3:103, 3:104, 3:119 to 3:121, 3:124, 4:74, 4:87, 4:147, 5:29, 5:32, 5:33, 5:40, 5:42, 5:43, 5:47, 5:48, 7:3, 8:3, 8:20**  
Restoration rights, **3:26**  
Retaliation, **3:72, 3:73, 3:75, 3:82 to 3:87, 3:98, 3:101, 3:103, 4:74, 4:84, 4:87, 4:147, 8:3, 8:16, 8:20**  
Retroactive designation, **3:56**  
Same or equivalent position, **3:37, 5:41**  
Same-sex marriages, **3:102, 3:103**

**FAMILY AND MEDICAL LEAVE**

**ACT—Cont'd**

Schools, **3:5, 3:10, 3:22**  
 Secondary schools, **3:5, 3:10, 3:22**  
 Serious health condition, **3:4 to 3:6, 3:8, 3:12, 3:13, 3:15 to 3:17, 3:20, 3:23, 3:24, 3:27, 3:30, 3:34, 3:37, 3:38, 3:40, 3:42, 3:46, 3:49, 3:52, 3:57 to 3:59, 3:63, 3:64, 3:67, 3:70, 3:73, 3:75, 3:76, 3:80, 3:81, 3:98, 3:102 to 3:104, 3:106, 3:107, 3:113, 3:115, 3:116, 3:120 to 3:122, 3:124, 3:125, 5:29, 5:35, 5:36, 5:40, 5:42, 5:45, 5:46, 5:51, 5:55, 7:3, 8:16**  
 Serious health conditions, **3:13, 3:116, 3:120, 5:29**  
 Sick leave, **1:79, 1:88, 3:5, 3:15, 3:27, 3:28, 3:35, 3:37, 3:49, 3:52, 3:98, 3:104, 3:119 to 3:121, 3:124, 4:84, 5:29, 5:40, 7:3, 8:20**  
 State laws, **3:113, 3:124, 3:126, 4:87, 8:3, 8:16**  
 Statute of limitations, **3:88, 3:91, 3:99, 3:120**  
 Substance abuse, **3:28, 3:104, 3:122, 4:74, 4:84, 5:39**  
 Teachers, **3:11, 3:22**  
 Types of leave, **3:37, 3:57, 3:103, 3:124**  
 Universities, **3:22**  
 Vacation leave, **3:35, 3:38, 3:50, 3:52, 3:124**  
 Vacation time, **3:27, 4:74, 7:3**  
 Waiver, **3:32, 3:34, 3:59, 4:147**

**FEDERAL CONTRACTORS**

Employment practices, **4:4, 4:15**

**FEDERAL EMPLOYMENT**

Accommodations, **4:15, 4:147, 8:3, 8:20**  
 Agencies, **4:4, 4:12, 4:15, 4:147, 8:3**

**FEDERAL EMPLOYMENT**

**—Cont'd**

Applicability, **4:147**  
 Availability, **4:147**  
 Awards, **8:20**  
 Charges, **4:147, 4:184**  
 Complaints, **4:4, 8:3, 8:20**  
 Compliance, **1:83, 3:53, 3:54, 4:4, 4:147**  
 Conflict, **4:147, 4:184, 8:3**  
 Costs, **4:147, 8:3, 8:15, 8:20**  
 Courts, **4:147**  
 Date, **4:147, 8:15**  
 Decisions, **4:15, 4:147, 4:185, 8:3, 8:15, 8:20**  
 Determinations, **4:15, 4:147**  
 Disclosures, **4:147**  
 Discrimination, **4:4, 4:12, 4:15, 4:147, 4:184 to 4:186, 8:3, 8:15, 8:20**  
 Duties, **4:147, 8:3, 8:20**  
 Eligibility, **4:15, 4:147**  
 Employee Retirement Income Security Act, **8:20**  
 Enforcement, **3:54, 4:12, 4:147, 4:184, 8:15**  
 Equal Employment Opportunity Commission, **4:15, 8:3, 8:20**  
 Evidence, **4:15, 4:147**  
 Exceptions, **4:147, 8:3**  
 Factors, **1:83, 4:147, 8:3**  
 Filing, **4:147, 8:15**  
 General discussion, **4:147**  
 Guidance, **3:53, 3:54, 4:12, 4:15, 4:147, 4:184, 8:3, 8:20**  
 Inquiries, **4:12, 4:147**  
 Investigations, **8:3**  
 Issues, **1:83, 3:54, 4:12, 4:147, 4:184 to 4:186, 8:3, 8:15, 8:20**  
 Management officials, **4:147**  
 Meetings, **1:83, 8:3**  
 Members, **4:147, 8:3, 8:20**  
 Nature, **1:83, 4:15, 4:147**

## INDEX

### FEDERAL EMPLOYMENT

#### —Cont'd

Notice, 3:53, 3:54, 4:147, 8:3, 8:15  
Number of employees, 4:15, 4:147  
Objections, 4:147  
Occupational Safety and Health Act, 4:147  
Officials, 4:147  
Orders, 4:147  
Parties, 1:83, 8:20  
Proceedings, 8:3  
Prohibition, 4:15, 4:147  
Proof, 4:15, 8:3  
Protection, 4:15, 4:147, 8:15  
Recommendations, 4:147  
Record, 4:15, 4:147  
Regulation, 4:147, 4:186  
Regulations, 1:83, 3:54, 4:4, 4:15, 4:147, 8:20  
Remedies, 4:184  
Requests, 4:147, 8:3, 8:15, 8:20  
Responsibilities, 3:53, 3:54, 4:147, 8:3, 8:20  
Retaliation, 4:147, 8:3, 8:15, 8:20  
Review, 4:147, 8:20  
Rights, 3:53, 3:54, 4:4, 4:12, 4:147, 8:3, 8:15, 8:20  
Rules, 1:83, 4:15, 4:147  
Scope, 4:147  
Service, 1:83, 4:4, 8:20  
Standards, 3:53, 3:54, 4:4, 4:12, 4:15, 4:147, 4:186, 8:3, 8:20  
Statements, 4:147  
Supervisors, 4:147, 4:185, 8:20  
Unions, 4:15, 4:147  
Violations, 4:12, 4:147  
Work assignments, 8:3

### FEDERAL STATUTES

Americans with Disabilities Act, 8:2  
Family and Medical Leave Act, 8:2

### FIRST AMENDMENT

Retaliation claims, 4:215

### FLORIDA

Evidence, 4:110  
Health, 4:149  
Notice, 4:149  
Technical assistance, 4:110

### FORMER EMPLOYEES

Employment practices, 1:23  
Retaliation, 4:147

### FORMS

Unions, 1:34, 4:147, 4:150

### FRINGE BENEFITS

Americans with Disabilities Act, 4:13, 5:2  
Employment practices, 1:23, 4:13  
Rehabilitation Act, 4:13, 5:2  
Title VII, 1:87

### FRONT PAY

Antagonism, 4:215  
Backpay, 4:215  
Compensatory damages, 4:215  
Reinstatement, 4:215

### GENETIC INFORMATION NONDISCRIMINATION ACT

Medical benefits, 1:36, 1:53, 1:54, 1:74 to 1:78

### GEORGIA

Health, 4:107, 4:126, 4:149  
Notice, 4:149  
Permits, 4:149  
Terms, 4:126

### GOOD FAITH

At-will employment, 4:142  
Backpay, 4:215  
Civil penalties, 4:215  
Preemption, 1:13  
Retaliation, 3:72, 3:73, 3:82, 4:117, 4:147, 4:215

**GOVERNMENT**

**CONTRACTORS**

Americans with Disabilities Act, **4:4**  
Rehabilitation Act, **4:4**

**GOVERNMENT**

**EMPLOYMENT**

Federal, **4:9**  
Financial assistance, **4:9**  
Rehabilitation Act, **4:9**  
Remedies, **4:9**  
State, **4:9**

**GOVERNMENTAL PLANS**

ERISA, **1:2, 1:5**  
Vesting, **1:2**

**GROUP INSURANCE**

Beneficiary, **1:23**  
Coverage, **1:6, 1:23**  
Employee Retirement Income Security Act, **1:6**  
Full-time employees, **1:23**  
Premiums, **1:6**

**GUIDANCE**

Federal employment, **3:53, 3:54, 4:12, 4:15, 4:147, 4:184, 8:3, 8:20**

**HAWAII**

Health, **4:149**  
Notice, **4:149**  
Permits, **4:149**

**HEALTH CARE**

Industry, **1:50, 4:146, 4:168**  
Unions, **4:147, 4:150**

**HEALTH INSURANCE  
PORTABILITY AND  
ACCOUNTABILITY ACT**

COBRA premium reduction, **1:34**  
Coverage, **1:34, 1:35, 1:37 to 1:40, 1:52, 1:55, 1:74, 3:124**  
Creditable coverage, **1:37, 1:39**

**HEALTH INSURANCE**

**PORTABILITY AND  
ACCOUNTABILITY ACT  
—Cont'd**

Disclosures, **1:34, 1:36, 1:45, 1:46, 1:48, 1:51, 1:54**  
Discrimination, **1:52, 1:74**  
Drug abuse, **1:51**  
Eligibility, **1:34, 1:37, 1:38, 1:52, 3:124**  
Enrollment, **1:37, 1:38**  
Medical benefits, **1:34 to 1:55, 1:61, 1:74**  
Notice, **1:34, 1:36, 1:38, 1:39, 1:45, 1:48, 1:54, 3:124**  
Preexisting conditions, **1:37, 1:52, 1:74**  
Premiums, **1:34, 1:37, 1:52**  
Privacy, **1:36, 1:42 to 1:51, 1:53, 1:54, 3:61**

**HEALTH MAINTENANCE  
ORGANIZATIONS**

Employee Retirement Income Security Act, **1:18**  
Qualified HMO, **1:60**

**HIRING**

Advertising, **4:13, 4:215**  
Affirmative action, **4:215**  
Age discrimination, **4:147, 4:215**  
Agencies, **3:124, 4:63, 4:147, 4:150**  
Business necessity, **1:68, 4:47, 4:63, 4:97, 4:147, 4:173, 4:215, 5:15**  
Citizenship status, **4:147**  
Defenses, **4:215**  
Employment agencies, **4:147, 4:150**  
Employment agency, **4:150**  
Evidence, **4:97, 4:108, 4:119, 4:147, 4:164, 4:215, 5:20**  
General discussion, **4:147**  
Genetic Information Nondiscrimination Act, **1:74, 3:122, 4:147, 4:183**

## INDEX

### HIRING—Cont'd

Genetic testing, 1:74, 4:183  
Immigration status, 4:147  
Impairments, 4:2, 4:46, 4:97,  
4:140, 4:147, 4:215, 5:11,  
5:15  
Insurance, 1:68, 1:74, 3:40, 3:124,  
4:97, 4:147, 4:150, 5:15,  
5:20, 8:15  
Internet, 3:40, 4:147  
Interviews, 4:46, 8:20  
Medical examinations, 4:45 to  
4:47, 4:97, 4:147, 4:150,  
4:173, 5:11, 5:15  
Physical condition, 3:122, 5:11,  
5:16  
Pre-employment, 4:147, 4:215  
Preemployment inquiries, 4:46  
Prima facie case, 4:140, 4:215  
Psychiatric disabilities, 4:97,  
4:108, 8:15  
Qualification standards, 4:63,  
4:215, 8:20  
Reasonable accommodation, 4:2,  
4:45 to 4:47, 4:63, 4:71,  
4:97, 4:108, 4:117, 4:119,  
4:140, 4:147, 4:215, 5:11,  
5:15, 5:20, 5:33, 8:15  
Recruitment, 4:2, 4:13, 8:20  
Reinstatement, 1:68, 3:40, 3:73,  
4:215, 5:11  
Remedies, 4:215  
Scope of protection, 4:215  
Sex discrimination, 1:68, 4:147  
Sexual orientation, 4:147  
Standing, 3:124, 4:97, 4:215  
Statistical evidence, 4:215  
Statistics, 4:215  
Steering, 8:20  
Tenure, 4:13, 5:33  
Testimony, 4:97, 4:119  
Title VII, 1:68, 3:117, 4:11, 4:108,  
4:117, 4:147, 4:183, 4:215,  
8:20

### HIV

Alcohol, 4:55  
Amendment, 4:215  
Americans with Disabilities Act,  
3:12, 4:15, 4:19, 4:21, 4:23,  
4:48, 4:49, 4:55, 4:74, 4:83,  
4:125, 4:154, 4:199, 4:215,  
5:43, 8:15  
Analysis, 3:12, 4:15, 4:215  
Announcement, 4:74  
Appeals, 4:215  
Applications, 4:74  
Assessment, 4:15, 4:23, 4:74,  
4:215  
Assignments, 4:125  
Assistance, 3:12, 4:15, 4:199,  
4:215, 8:15  
Attendance, 4:74, 4:215, 8:15  
Attorneys, 8:15  
Availability, 3:12, 4:215  
Awards, 4:215  
Bargaining, 4:215  
Behavior, 4:215, 8:15  
Benefits, 4:15, 4:74, 4:83, 4:125,  
4:154, 4:215, 5:43, 8:15  
Breaks, 4:15, 4:74, 4:83, 4:125,  
4:215  
Building, 4:74  
Business, 4:15, 4:48, 4:55, 4:215,  
5:43  
Care, 3:12, 4:49, 4:55, 4:74, 4:83,  
4:125, 4:215, 8:15  
Centers, 4:49, 4:125, 4:215  
Certification, 4:55  
Change, 4:15, 4:74, 4:83, 4:125,  
4:215  
Citations, 4:215  
Claims, 4:15, 4:19, 4:21, 4:215  
Collective bargaining, 4:215  
Compensation, 4:15, 4:215  
Complaints, 4:215  
Compliance, 4:215  
Components, 4:215  
Concerns, 4:21, 4:55, 4:215, 8:15

EMPLOYEE MEDICAL LEAVE

**HIV—Cont'd**

Conditions, 4:23, 4:48, 4:49, 4:55,  
4:74, 4:125, 4:154, 4:215,  
5:43, 8:15  
Conflicts, 4:215  
Constructive discharge, 4:215  
Contractors, 4:15  
Coordination, 4:19  
Costs, 4:215, 8:15  
Counsel, 4:215  
Coverage, 3:12, 4:15, 4:21, 4:23,  
4:74, 4:83, 4:154, 4:215,  
8:15  
Creating, 4:215  
Current employees, 4:48, 5:43  
Day care, 4:74, 4:83  
Dealing with, 4:215  
Decrease, 4:215  
Defamation, 4:215  
Definitions, 4:15, 4:215  
Denial, 4:15, 4:21, 4:74, 4:215  
Dependents, 4:49, 8:15  
Design, 4:125  
Designing, 4:215  
Details, 4:74, 4:83  
Discharge of employees, 4:215  
Discipline, 4:55  
Discrimination, 4:15, 4:21, 4:199,  
4:215, 8:15  
Discussions, 8:15  
Diseases, 4:215  
Disputes, 4:215  
Documents, 4:19  
Drivers, 4:55  
Drugs, 4:15, 4:55  
Duration, 3:12, 4:15, 4:21, 4:74,  
4:83, 4:215  
Duties and responsibilities, 4:215  
Earnings, 4:215  
Elements, 4:215  
Eligibility, 4:15  
Emergency, 4:74, 4:199  
Employment agencies, 4:15

**HIV—Cont'd**

Enforcement, 3:12, 4:23, 4:55,  
4:199, 4:215, 8:15  
Entertainment, 4:215  
Equal Employment Opportunity  
Commission, 3:12, 4:15,  
4:19, 4:21, 4:23, 4:48, 4:74,  
4:83, 4:215  
Equal employment opportunity,  
3:12, 4:15, 4:19, 4:21, 4:23,  
4:48, 4:74, 4:83, 4:215  
Essential functions, 4:55, 4:74,  
4:83, 4:215, 5:43  
Establishing, 4:15, 4:21, 4:215  
Evidence, 4:15, 4:21, 4:55, 4:215  
Examination, 3:12, 4:48, 4:55,  
5:43  
Exercise, 4:215  
Expenses, 4:74, 4:215  
Experience, 3:12, 4:74, 4:125,  
4:215  
Exposure, 4:215  
Facilities, 4:215  
Factors, 3:12, 4:74, 4:215  
Facts, 4:15, 4:74, 4:215, 8:15  
Fair, 4:215  
Family, 3:12, 4:55, 4:74, 4:83,  
4:215, 5:43, 8:15  
Family and Medical Leave Act,  
3:12, 4:74, 4:83, 5:43  
Family and medical leave, 3:12,  
4:74, 4:83, 5:43  
Fees, 4:215  
Files, 4:215, 8:15  
Filing, 4:215, 8:15  
Fitness, 4:48, 4:55, 5:43  
Flsa, 4:215  
Fmla, 3:12, 4:74, 4:83, 5:43  
Food, 4:23, 4:74, 4:125, 4:215,  
8:15  
Forms, 4:215  
Frequency, 4:215  
Funding, 4:215  
Grooming, 3:12  
Groups, 8:15

## INDEX

### HIV—Cont'd

Guidelines, 4:215  
Harassment, 4:15, 4:21, 4:215, 8:15  
Health, 3:12, 4:49, 4:55, 4:74, 4:83, 4:125, 4:154, 4:215, 5:43, 8:15  
Health care, 3:12, 4:55, 8:15  
Heart disease, 4:215  
Hiv/AIDS, 4:125, 8:15  
Hours, 4:55, 4:74, 4:83, 4:125, 8:15  
Human resources, 3:12  
Illnesses, 4:125, 4:154  
Importance, 4:19, 4:215  
Incidents, 4:215  
Income, 4:215  
Information, 4:48, 4:55, 4:74, 4:125, 4:215, 5:43, 8:15  
Injuries, 3:12, 4:154, 4:215  
Inquiry, 3:12, 4:15, 4:21, 4:55, 4:215, 5:43  
Insurance, 4:74, 4:83, 4:125, 4:154, 8:15  
Issues, 4:199, 4:215, 8:15  
Jargon, 4:215  
Job descriptions, 4:215  
Job performance, 4:74  
Keeping, 4:15, 4:23  
Laws, 4:15, 4:48, 4:215, 5:43  
Legal, 3:12, 4:215, 8:15  
Liability, 4:21, 4:215  
Lighting, 4:125  
Lists, 4:74, 4:215  
Machinery, 4:21  
Making, 4:74, 4:215, 8:15  
Management, 3:12, 4:15, 4:74, 4:125, 4:215, 8:15  
Manufacturing, 4:21, 4:215  
Mcdonnell Douglas, 4:215  
Media, 4:125  
Mediation, 8:15  
Merit, 4:215  
Methods, 4:215

### HIV—Cont'd

Minimum, 3:12, 4:23  
Misconduct, 4:215  
Model, 4:215  
Modification, 4:215  
Monitoring, 4:48, 5:43  
Motivation, 4:215  
Needs, 3:12, 4:15, 4:74, 4:83, 4:215, 8:15  
New employees, 4:74  
Notice, 4:74, 4:215, 8:15  
Number, 3:12, 4:15, 4:19, 4:21, 4:23, 4:48, 4:55, 4:74, 4:215, 8:15  
Open door policy, 4:125  
Operation, 3:12, 4:15, 4:19, 4:83, 4:215  
Options, 4:215  
Organizations, 4:15, 4:21  
Overtime, 4:215  
Overview, 4:15, 4:125  
Paid, 4:74, 4:83  
Parental leave, 3:12  
Parking, 4:215  
Part-time, 4:74, 4:83, 4:215, 8:15  
Participation, 4:215, 8:15  
Parties, 4:215  
Pay, 4:74, 4:83, 4:215, 8:15  
Penalties, 4:215  
Performance, 4:15, 4:55, 4:74, 4:215, 8:15  
Place, 4:74, 4:125, 4:215  
Planning, 4:215  
Plans, 4:74, 4:215  
Points, 3:12, 4:215  
Policies, 4:74, 4:215, 8:15  
Practices, 4:15, 4:215, 8:15  
Prevention, 4:125, 4:215  
Privilege of employment, 4:21  
Productivity, 4:74, 4:215  
Programs, 4:15, 4:55, 4:215  
Proof, 4:15, 4:21, 4:215  
Protection, 4:15, 4:19, 4:215, 8:15  
Punishment, 4:74

**HIV—Cont'd**

Questions, 4:55, 4:215, 8:15  
 Radiation, 4:125  
 Radio, 4:215  
 Rationale, 4:215  
 Records, 4:74  
 Reduction, 4:74, 4:215  
 Reemployment, 4:215  
 References, 4:215  
 Refusal, 4:21, 4:74, 4:215  
 Regulation, 4:23, 4:55, 4:215  
 Rehabilitation, 4:15, 4:55, 4:74, 4:215  
 Religion, 4:215  
 Relocation, 4:74  
 Requests, 3:12, 4:74, 4:83, 8:15  
 Resignation, 4:215  
 Resolution, 4:125, 4:215  
 Response, 4:215  
 Responsibilities, 3:12, 4:215  
 Restrictions, 4:215  
 Rights, 4:74, 4:83, 4:215, 8:15  
 Rules, 3:12, 4:15, 4:55, 4:74, 4:215  
 Safety, 3:12, 4:21, 4:55, 4:215  
 Salary, 4:74, 4:215  
 Sales, 4:74, 4:215  
 Schedules, 4:74, 4:83, 4:215  
 Schools, 4:49  
 Screening, 4:55  
 Sears Roebuck, 4:215  
 Selection, 4:215  
 Seniority, 4:74, 4:215  
 Services, 4:15, 4:49, 4:74, 4:125, 4:215, 8:15  
 Setting, 4:55, 4:215  
 Sexual harassment, 4:215  
 Short, 4:21, 4:74, 4:215  
 Significance, 4:215  
 Skills, 4:23, 4:74, 4:215  
 Sleeping, 3:12, 4:15, 4:19, 4:83, 4:215  
 Small businesses, 4:15  
 Social, 4:215

**HIV—Cont'd**

Social Security, 4:215  
 Standards, 4:15, 4:215  
 State, 4:15, 4:48, 4:55, 4:215, 5:43, 8:15  
 Statements, 4:215  
 Statistics, 4:215  
 Statutes, 4:74, 4:83, 4:215  
 Stores, 4:215  
 Stress, 3:12, 4:15, 4:23, 4:125, 4:215  
 Subcontractors, 4:15  
 Substance abuse, 4:74  
 Supervisors, 4:74, 4:215  
 Support, 3:12, 4:215  
 Systems, 4:15, 4:19, 4:49, 4:74, 4:215  
 Technicians, 4:215  
 Termination, 4:15, 4:21, 4:215  
 Terms and conditions of employment, 4:215  
 Time, 3:12, 4:15, 4:21, 4:74, 4:83, 4:125, 4:215, 8:15  
 Time off, 4:74, 4:125, 8:15  
 Tools, 4:215  
 Training, 4:23, 4:74, 4:125, 4:215  
 Transportation, 3:12, 4:83  
 Truck drivers, 4:55  
 Types, 4:15, 4:23, 4:74, 4:215, 8:15  
 Unemployment, 4:215  
 Unions, 4:15  
 Use, 3:12, 4:15, 4:23, 4:55, 4:74, 4:83, 4:125, 4:215, 5:43, 8:15  
 Violations, 4:215  
 Voluntary, 4:55, 4:74, 8:15  
 Wages, 4:83, 4:215  
 Women, 4:49  
 Working conditions, 4:215  
 Workstations, 4:74

**HOME HEALTH CARE**  
 Medical benefits, 1:72

INDEX

**HOSTILE WORK**

**ENVIRONMENT**

Harassment, **3:100, 4:207, 4:215, 4:216, 8:3, 8:12**

**HOURS**

Unions, **4:75, 4:147, 5:2**

**ILLINOIS**

Health, **4:149**

Notice, **4:149**

Permits, **4:149**

**IMMIGRATION AND  
NATIONALITY ACT**

Employment agencies, **4:147**

**IMPLEMENTATION**

National Labor Relations Board,  
**5:3**

**INDEPENDENT  
CONTRACTORS**

Employment practices, **1:23, 4:216**

Group insurance, **1:23**

Uniformed Services Employment  
and Reemployment Rights  
Act, **3:11**

**INFERTILITY**

Medical benefits, **1:60, 1:72**

**INSTRUCTIONS**

Unions, **4:147**

**INSURANCE**

Discrimination claims, **1:69, 4:147**

Notice requirements, **1:48, 1:56, 1:73, 3:40, 7:3**

Public policy, **1:16**

Unions, **1:34, 4:147, 4:150**

**INTENT**

Age Discrimination in Employ-  
ment Act, **4:215**

Harassment, **1:16, 4:21, 4:215**

**INTENT—Cont'd**

Rehabilitation Act, **4:14, 4:63, 4:215, 5:7**

Section 1981, **4:215**

Summary judgment, **1:14, 3:99, 4:215, 5:7**

Title VII, **3:99, 4:215, 5:44, 8:18**

**INTERFERENCE**

Federal employment, **4:147**

**INTERNAL REVENUE  
SERVICE**

Cobra continuation coverage  
requirements, **5:47**

**INTERVENTION**

Collective bargaining agreements,  
**1:60**

**INVESTIGATIONS**

Davis-Bacon Act, **1:79**

Family and Medical Leave Act,  
**1:79, 3:101, 8:3**

Federal employment, **8:3**

Medical benefits, **1:79**

Retaliation, **3:101, 4:216, 8:3**

Service Contract Act, **1:79**

**ISSUANCE**

Unions, **1:34**

**JOB DESCRIPTIONS**

Unions, **5:2**

**JOINT EMPLOYERS**

Family and Medical Leave Act,  
**3:10, 3:124**

**JURISDICTION**

Arbitration, **3:72**

Complaints, **1:16, 3:72**

**KENTUCKY**

Age Discrimination in Employ-  
ment Act, **4:215**

Age discrimination, **4:215**

Appeals, **4:215**

Compensation, **4:215**

EMPLOYEE MEDICAL LEAVE

**KENTUCKY—Cont'd**

Conditions of employment, **4:215**  
Evidence, **4:215**  
Harassment, **4:215**  
Health, **4:215**  
Notice, **4:215**  
Privileges of employment, **4:215**  
Remedies, **4:215**  
Seniority systems, **4:215**  
Students, **4:215**  
Terms, **4:14, 4:215**  
Unemployment compensation,  
**4:215**

**KEY EMPLOYEES**

Life insurance, **3:28, 7:3, 7:4**

**LABOR RELATIONS**

Contracts, **3:10**  
Coverage, **3:10**

**LIFE INSURANCE**

Beneficiaries, **1:5, 1:22**  
Employee Retirement Income  
Security Act, **1:5, 3:28, 3:35**  
Interest, **1:5, 1:63**  
Payments, **3:35, 3:46, 7:3**  
Premiums, **1:63, 3:28, 3:35, 3:46,**  
**7:3**  
Retirement plans, **3:35**  
Term life insurance, **1:59**

**LIKELIHOOD**

Statistics, **4:170, 4:215**

**LIQUIDATED DAMAGES**

Retaliation, **1:71, 3:72, 3:73, 3:98**  
Willfulness, **3:91**

**LITIGATION**

Deposition, **4:215**  
Discovery, **3:97, 4:240**  
Plaintiff, **3:75 to 3:77, 3:80 to**  
**3:82, 3:85 to 3:90, 3:92 to**  
**3:94, 3:96, 3:97, 3:99, 3:100,**  
**4:205 to 4:217**  
Remedies, **1:75, 3:72, 4:213,**  
**4:215**

**LITIGATION—Cont'd**

Supervisor, **3:72, 3:99, 3:101,**  
**4:215 to 4:217, 4:229, 4:239,**  
**8:15**  
Trial, **3:72, 3:97, 4:213 to 4:215,**  
**4:240, 4:241**

**LOCAL GOVERNMENTS**

Americans with Disabilities Act,  
**1:70, 4:2, 4:3, 4:10, 4:32,**  
**4:181**  
Employee Retirement Income  
Security Act, **1:34**  
Family and Medical Leave Act,  
**1:70, 3:21**  
Title VII, **1:70**

**MAINE**

Assignments, **4:127**  
Employee assistance programs,  
**4:127**  
Evidence, **4:127**  
Health, **4:127, 4:149**  
Notice, **4:127, 4:149**  
Permits, **4:149**  
Rehabilitation, **4:127**

**MALPRACTICE**

Preemption, **1:12, 1:14**

**MANAGEMENT**

Collective bargaining agreements,  
**4:104**  
Federal employment, **4:15, 4:147,**  
**8:15, 8:20**

**MANAGERS**

Compensation, **3:51, 4:50, 5:15,**  
**5:19, 7:3, 8:20**

**MARYLAND**

Evidence, **3:116**  
Health, **3:116, 4:122, 4:149**  
Notice, **4:149**  
Permits, **4:149**

**MASSACHUSETTS**

Health, **3:17, 4:149**

## INDEX

### MASSACHUSETTS—Cont'd

Notice, **4:149**

Permits, **4:149**

### MEDICAL BENEFITS

Abortions, **1:68**

Adopted children, **1:27, 1:37**

Cafeteria plans, **1:23, 1:58, 1:59**

Coordination of benefits, **1:72**

Cosmetic surgery, **1:60**

Coverage and eligibility, **1:72**

Dental care, **1:62**

Dependent coverage, **1:34, 1:38, 5:38**

Domiciliary care, **1:60**

Eligibility, **1:11, 1:19, 1:25, 1:34, 1:37, 1:38, 1:52, 1:56, 1:58, 1:65, 1:72, 1:76, 1:82, 5:7 to 5:9, 5:20, 5:29, 5:32, 5:33, 5:48, 5:50**

Employee Retirement Income Security Act, **1:2 to 1:21, 1:34, 1:52, 1:56, 1:64, 1:85, 1:86, 5:9, 8:17**

Evidence of insurability, **1:37, 1:52**

For employees, **1:37, 1:60, 1:70, 1:71, 4:125, 5:11, 5:15, 5:19, 5:21, 5:40**

Genetic Information Nondiscrimination Act, **1:36, 1:53, 1:54, 1:74 to 1:78**

Group policies, **1:72**

Highly compensated individuals, **1:65**

Hmos, **1:60, 1:72, 1:81, 1:84**

Home health care, **1:72**

Infertility, **1:60, 1:72**

Marital status, **1:59**

Medical child support orders, **1:64, 8:17**

Medical savings accounts, **1:61 to 1:63**

Mental health treatment, **1:72**

Nursing care, **1:60**

Physical therapy, **1:60**

### MEDICAL BENEFITS—Cont'd

Plan, **1:1 to 1:3, 1:5 to 1:16, 1:18 to 1:31, 1:33 to 1:41, 1:43, 1:48, 1:50, 1:52, 1:54 to 1:56, 1:58 to 1:68, 1:73, 1:74, 1:76, 1:78, 1:81, 1:82, 1:84 to 1:87, 5:7, 5:9, 5:28, 5:30, 5:38, 5:40, 5:47, 5:53**

Preexisting conditions, **1:37, 1:52, 1:72, 1:74, 4:125, 5:15 to 5:17**

Pregnancy-related conditions, **1:70, 5:29**

Prescription drugs, **1:22**

Reporting, **1:2, 1:7, 1:8, 1:14, 1:69, 1:70, 1:85**

Self-insured medical reimbursement plan, **1:65**

Sex discrimination, **1:68, 1:69**

United States, **1:2, 1:5, 1:25, 1:63, 1:69, 1:84, 1:85**

Veterans, **1:86**

Vision care, **1:22, 1:62**

Wellness programs, **1:52**

Women, **1:68, 1:69, 1:73, 1:79, 1:87, 5:29**

### MENTAL HEALTH

Medical benefits, **1:13, 1:20, 1:51, 1:55, 1:60, 1:72, 1:84, 4:177, 6:1, 8:17**

### MERIT SYSTEM

Compensation, **8:18**

### MICHIGAN

Health, **4:149**

Notice, **4:149**

Permits, **4:149**

### MINNESOTA

Age Discrimination in Employment Act, **4:215**

Age discrimination, **4:215**

Appeals, **4:215**

Compensation, **4:215**

Complaints, **4:215**

**MINNESOTA—Cont'd**

Conditions of employment, **4:215**  
Costs, **4:215**  
Damages, **4:215**  
Disparate impact cases, **4:215**  
Evidence, **4:215**  
Future earnings, **4:215**  
Harassment, **4:215**  
Health, **4:149, 4:215**  
Hearing, **4:215**  
Hiring, **4:215**  
Losses, **4:215**  
Notice, **4:149, 4:215**  
Permits, **4:149**  
Preference, **4:215**  
Privileges of employment, **4:215**  
Remedies, **4:215**  
Retaliation, **4:215**  
Seniority systems, **4:215**  
Terms, **4:215**  
Unemployment compensation,  
**4:215**

**MISCONDUCT**

Backpay, **4:215**  
Front pay, **4:215**

**MIXED MOTIVES**

Disparate treatment, **4:215**

**MONTANA**

Notice, **4:149**  
Permits, **4:149**

**MOTIVE**

Summary judgment, **4:215**

**MULTI-EMPLOYER PLANS**

Collective bargaining, **1:40**  
Contributions, **1:40**

**NATIONAL LABOR**

**RELATIONS ACT**

Agreements, **5:2**  
Arbitration, **4:178**  
Collective bargaining, **4:178, 5:2**

**NATIONAL LABOR**

**RELATIONS ACT—Cont'd**

Collective bargaining agreements,  
**5:2**  
Control, **5:2**  
Injury, **4:178**  
Issues, **4:178**  
Limitations, **5:2**  
Representatives, **5:2**  
Rights, **5:2**  
Unions, **5:2**  
Wages, **5:2**

**NATIONAL LABOR**

**RELATIONS BOARD**

Affidavits, **5:3**  
Americans with Disabilities Act,  
**5:3**  
Bargaining, **5:3**  
Benefits, **5:3**  
Cause, **5:3**  
Change, **5:3**  
Charged party, **5:3**  
Charges, **5:3**  
Charging party, **5:3**  
Collective bargaining, **5:3**  
Complaints, **5:3**  
Conditions, **5:3**  
Counsel, **5:3**  
Discrimination, **5:3**  
Documents, **5:3**  
Duties, **5:3**  
Employers, **5:3**  
Enforcement, **5:3**  
Equal Employment Opportunity  
Commission, **5:3**  
Filing, **5:3**  
Freedom of Information Act, **5:3**  
General Counsel, **5:3**  
Information, **5:3**  
Materials, **5:3**  
Notice, **5:3**  
Parties, **5:3**  
Permission, **5:3**  
Pleadings, **5:3**

INDEX

**NATIONAL LABOR  
RELATIONS BOARD**

**—Cont'd**

Process, **5:3**  
Processing, **5:3**  
Production, **5:3**  
Review, **5:3**  
Rights, **5:3**  
State, **5:3**  
Withdrawal, **5:3**

**NATIONAL ORIGIN  
DISCRIMINATION**

Citizenship, **8:3**  
Country of origin, **8:3**  
Discrimination, **8:3**  
Education, **8:3**  
EEOC, **8:3**  
Harassment, **8:3**  
Insurance, **8:3**  
Physical, **8:3**  
Retaliation, **8:3**  
Stereotypes, **8:3**

**NEVADA**

Assignments, **4:119**  
Evidence, **3:116, 4:119**  
Health, **3:116, 4:119, 4:149**  
Notice, **4:149**  
Permits, **4:149**  
Rest breaks, **4:119**

**NEW HAMPSHIRE**

Health, **4:149**  
Notice, **4:149**  
Permits, **4:149**

**NEW JERSEY**

Compensation, **4:134**  
Complaints, **4:2**  
Evidence, **4:134**  
Health, **4:2, 4:149, 4:176**  
Interest, **4:149**  
Marital status, **4:134**  
Notice, **4:149**  
Permits, **4:149**

**NEW JERSEY—Cont'd**

Privileges of employment, **4:2, 4:134**  
Promotions, **4:2**  
Terms, **4:134**

**NEW MEXICO**

Medical conditions, **4:149**  
Notice, **4:149**  
Permits, **4:149**

**NEW YORK**

Arbitration, **4:142**  
Assignments, **4:107, 4:117, 4:119, 4:129**  
At-will employment, **4:142**  
Evidence, **4:108, 4:119, 4:129, 4:142**  
Health, **4:107, 4:108, 4:117, 4:119, 4:122, 4:126, 4:149**  
Notice, **4:149**  
Permits, **4:149**  
Remedies, **4:142**  
Rest breaks, **4:113, 4:119, 4:129, 4:137, 4:138**  
Retaliation, **4:117, 4:122**  
Severance pay, **4:142**  
Terms, **4:126**

**NONEMPLOYEES**

Unions, **4:147**

**NORTH CAROLINA**

Family, **4:110**  
Students, **4:110**  
Tips, **4:110**

**NORTH DAKOTA**

Health, **4:149**  
Notice, **4:149**  
Permits, **4:149**

**NOTICE**

Advance notice, **1:45, 3:8, 3:30 to 3:32, 3:120, 3:121, 7:4**  
Americans with Disabilities Act, **3:107, 3:120, 3:121, 4:67, 4:74, 4:75, 4:91, 4:127,**

**NOTICE—Cont'd**

4:143, 4:146, 4:147, 4:149,  
4:210, 4:215, 5:3, 5:36, 5:42,  
5:44, 8:3, 8:14, 8:15, 8:18

Family and Medical Leave Act,  
3:3, 3:8, 3:10, 3:11, 3:14,  
3:19, 3:20, 3:23, 3:28 to  
3:32, 3:36, 3:37, 3:40, 3:41,  
3:43, 3:45, 3:47, 3:48, 3:52  
to 3:54, 3:56 to 3:58, 3:72,  
3:76 to 3:81, 3:99, 3:107,  
3:115, 3:120, 3:121, 3:124 to  
3:126, 4:74, 4:75, 4:147,  
5:36, 5:42, 5:44, 5:47, 5:51,  
7:3, 8:3, 8:18

General discussion, 4:147

Medical benefits, 1:10, 1:28, 1:30,  
1:34, 1:36, 1:38, 1:39, 1:45,  
1:48, 1:54, 1:56, 1:73, 1:85,  
5:3, 5:36, 5:42, 5:44, 5:47,  
5:51

Overtime, 3:14, 3:37, 3:54, 3:120,  
3:124, 4:147, 4:215, 8:3

Uniformed Services Employment  
and Reemployment Rights  
Act, 3:11, 3:120, 4:215

Violation, 1:10, 1:85, 3:40, 3:48,  
3:72, 3:99, 3:115, 4:75,  
4:147, 4:149, 4:215, 5:3, 7:4,  
8:14, 8:15

**NURSES**

Compensation, 3:124

**NURSING MOTHERS**

Reasonable break time, 1:57, 1:71

**OBLIGATIONS**

Benefits, 1:10, 1:14, 1:36, 1:79,  
3:28, 3:30 to 3:32, 3:40,  
3:42, 3:45, 3:48, 3:51, 3:77,  
3:107, 3:111, 3:120, 3:124,  
4:73, 4:84, 4:147, 4:215,  
4:235, 5:28, 5:30, 5:42, 7:4,  
8:3, 8:20

Direct threat, 3:120, 4:84, 4:147,  
4:215

**OBLIGATIONS—Cont'd**

Enforcement, 1:36, 1:79, 3:119,  
3:120, 3:124, 4:14, 4:147,  
4:215

Medical records, 3:51

Mental impairments, 4:147, 4:215

Physical impairments, 4:215

Pregnancy, 3:105, 4:147, 5:28,  
8:3, 8:20

Substance abuse, 3:28, 4:84

Tests, 3:120, 3:124, 4:147, 4:215

**OCCUPATIONAL SAFETY AND  
HEALTH ACT**

Federal employment, 4:147

**OCCUPATIONAL SAFETY AND  
HEALTH  
ADMINISTRATION**

Department of Labor, 4:147

**OFFICE OF FEDERAL  
CONTRACT COMPLIANCE  
PROGRAMS**

Rehabilitation Act, 4:4

**OHIO**

At-will employment, 4:142

Evidence, 4:142

Health, 4:126, 4:149

Notice, 4:149

Permits, 4:149

Remedies, 4:142

Severance pay, 4:142

Terms, 4:126

**OLDER WORKERS BENEFIT  
PROTECTION ACT**

Age Discrimination in Employ-  
ment Act, 2:15

**OREGON**

Health, 4:149

Notice, 4:149

Permits, 4:149

**ORGANIZATIONS**

Federal employment, 4:15, 8:20

## INDEX

### ORGANIZING

Access, **4:110**

### OVERTIME PAY

Bonuses, **3:35**

Exempt, **1:71**

Family and Medical Leave Act,  
**3:35**

Sick leave, **3:35**

Vacation, **3:35**

Weekends, **1:71**

### PART-TIME EMPLOYEES

Employment practices, **1:23**

Family and Medical Leave Act,  
**3:11, 3:38, 3:52, 3:107,  
3:124, 4:74, 4:83, 5:30, 8:20**

### PARTICIPATION

Retaliation, **4:215, 8:15**

### PARTIES

Age Discrimination in Employ-  
ment Act, **4:215**

Complaints, **1:79, 4:215, 5:3, 8:20**

Davis-Bacon Act, **1:79**

Title VII actions, **4:215**

### PATTERNS

Unions, **4:147**

### PENALTIES

Collective bargaining agreements,  
**1:60**

Family and Medical Leave Act,  
**3:55, 4:147**

Federal employment, **4:147**

Health maintenance organizations,  
**1:60, 1:81**

### PENNSYLVANIA

Age Discrimination in Employ-  
ment Act, **4:215**

Age discrimination, **4:215**

Assignments, **4:117**

Compensation, **4:215**

Complaints, **4:2 to 4:4, 4:215**

### PENNSYLVANIA—Cont'd

Conditions of employment, **4:10,  
4:215**

Employment agencies, **4:10**

Employment practices, **4:4**

Evidence, **4:215**

Harassment, **4:215**

Notice, **4:149, 4:215**

Permits, **4:149**

Privileges of employment, **4:2,  
4:215**

Remedies, **4:215**

Students, **4:215**

Terms, **4:10, 4:215**

Unemployment compensation,  
**4:215**

### PENSIONS

COBRA, **3:28, 7:3**

Notice requirements, **7:3**

Retirement plans, **3:35**

Vesting, **3:35**

Year of service, **3:35**

### PERFORMANCE

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

### PERSONAL DAYS

Leave of absence, **4:84**

### PERSONAL LEAVE

Collective bargaining agreements,  
**3:120, 3:121**

### PHYSICAL THERAPY

Medical benefits, **1:60**

### PLANS

Collective bargaining agreements,  
**1:23, 3:47**

### PLANT CLOSINGS

Terms, **3:120, 3:121**

### PREEMPTION

Employee Retirement Income  
Security Act, **1:7, 1:11 to  
1:14, 1:17**

Fraud actions, **1:13**

**PREEMPTION—Cont'd**

- Malpractice, **1:12, 1:14**
- Medical benefits, **1:7, 1:11 to 1:14, 1:17, 5:8**
- Plan, **1:7, 1:11 to 1:14**
- Plans, **1:7, 1:11 to 1:14, 1:17**
- State law, **1:7, 1:11 to 1:14, 1:17**

**PREGNANCY**

- Medical benefits, **1:37, 1:68 to 1:70, 1:72, 1:87, 5:28, 5:29**

**PREMIUMS**

- Family and Medical Leave Act, **3:14, 3:28, 3:35, 3:36, 3:40, 3:46, 4:74, 4:84, 4:87, 5:38, 5:47, 7:3**
- Life insurance, **1:63, 3:28, 3:35, 3:46, 7:3**

**PRESCRIPTION DRUGS**

- Medical benefits, **1:22**

**PRETEXT**

- Age Discrimination in Employment Act, **4:215**
- Retaliation, **3:98, 4:215**

**PREVENTION**

- Unions, **4:147**

**PRIMA FACIE CASE**

- Age discrimination, **4:215**
- Disability discrimination, **4:140, 4:142, 4:143, 4:215**
- Disparate treatment, **4:143, 4:215**
- Education, **4:215**
- Hiring, **4:140, 4:215**
- Hostile environment, **4:215**
- Presumption, **4:215**
- Rehabilitation Act, **4:142, 4:143, 4:215**
- Retaliation, **3:87, 4:215**
- Section 1981, **4:215**
- Summary judgment, **4:143, 4:215**

**PROBABILITY**

- Statistics, **4:170, 4:215**

**PROFIT-SHARING**

- Contributions, **3:35**
- Life insurance, **3:35**
- Overtime pay, **3:35**

**PROGRAMS**

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

**PROMOTIONS**

- Qualifications, **8:20**
- Tenure, **5:33**
- Title VII, **8:20**

**PROTECTION**

- National Labor Relations Act, **5:2**
- Unions, **4:15, 4:147, 5:2**

**PUBLIC ACCOMMODATIONS**

- Americans with Disabilities Act, **4:2, 4:32, 4:215, 5:23**

**PUBLIC SERVICES**

- Americans with Disabilities Act, **4:9, 4:10, 4:215**

**PUBLICATIONS**

- Benefits, **8:20**

**PUERTO RICO**

- Clothing, **4:142**
- Provisions, **4:142**
- Remedies, **4:142**

**PUNITIVE DAMAGES**

- Americans with Disabilities Act, **4:8, 4:98, 4:213, 4:215**
- Rehabilitation Act, **4:215**
- Title VII, **3:72, 4:8, 4:213, 4:215**

**QUALIFYING EXIGENCY FOR MILITARY FAMILY LEAVE**

- Family and Medical Leave Act, **3:125**

**RACE**

- Business necessity, **4:147**
- Defenses, **8:18**
- Evidence, **3:120, 3:121, 4:134, 4:147, 5:29**

## INDEX

### **RACE—Cont'd**

General discussion, 4:147  
Harassment, 4:147, 4:216, 8:3,  
8:12, 8:20  
Hiring, 4:147, 8:20  
Insurance, 3:120, 3:121, 4:147,  
8:3  
Layoffs, 3:120, 3:121, 4:147  
Marital status, 4:134  
National Origin discrimination,  
8:3  
Recruiting, 8:20  
Remedies, 3:105  
Retaliation, 4:147, 4:216, 8:3,  
8:20

### **REASONABLE**

#### **ACCOMMODATIONS**

Training, 3:120, 4:66, 4:73, 4:74,  
4:84, 4:91, 4:147, 4:215, 8:3,  
8:20

### **REASONS**

Federal employment, 4:147, 8:3,  
8:15, 8:20

### **RECALLS**

Unions, 4:147

### **RECOMMENDATIONS**

Federal employment, 4:147

### **RECRUITING**

Insurance, 4:156  
Qualification standards, 8:20  
Steering, 8:20

### **REFUSAL**

Federal employment, 4:147

### **REHABILITATION**

National Labor Relations Act, 5:2  
Unions, 4:15, 4:147, 5:2, 6:3

### **REHABILITATION ACT**

Burden of proof, 4:15, 4:44,  
4:215, 5:7  
Causation, 4:215  
Damages, 4:10, 4:215

### **REHABILITATION ACT**

#### **—Cont'd**

Disabilities, 3:18, 3:105, 4:2, 4:4,  
4:9, 4:10, 4:13 to 4:15, 4:24,  
4:34, 4:44, 4:53, 4:55, 4:56,  
4:63, 4:108, 4:133, 4:142,  
4:143, 4:145, 4:147, 4:173,  
4:182, 4:186, 4:187, 4:203,  
4:215, 5:2, 5:7, 5:8, 5:28,  
5:30, 8:3  
Disclosures, 4:147  
Evidence, 4:15, 4:44, 4:55, 4:56,  
4:108, 4:142, 4:143, 4:147,  
4:182, 4:215, 5:7  
Fringe benefits, 4:13, 5:2  
General discussion, 4:147  
Government contractors, 4:4  
Hearing, 4:2, 4:4, 4:15, 4:133,  
4:142, 4:147, 4:215, 5:7  
Intent, 4:14, 4:63, 4:215, 5:7  
Notice, 4:143, 4:147, 4:215, 8:3  
Office of Federal Contract  
Compliance Programs, 4:4  
Parties, 4:142, 4:215, 5:30  
Prima facie case, 4:142, 4:143,  
4:215  
Punitive damages, 4:215  
Regulations, 3:105, 4:4, 4:13 to  
4:15, 4:24, 4:34, 4:44, 4:63,  
4:133, 4:147, 4:215, 5:2, 5:8,  
5:30  
Retaliation, 4:147, 4:215, 8:3  
Section 501, 4:4, 4:15, 4:147,  
4:186  
Section 503, 4:4, 4:15  
Section 504, 4:4, 4:15, 4:147  
Seniority systems, 4:182, 4:215

### **REIMBURSEMENT**

Benefits, 1:15, 1:23, 1:28, 1:35,  
1:56, 1:65, 1:84, 3:124,  
4:152, 5:47

### **REINSTATEMENT**

Discipline, 4:169  
Front pay, 4:215

**REINSTATEMENT—Cont'd**

Rehabilitation Act, **4:215**

**RELATIONSHIPS**

Retaliation, **8:20**

**RELIANCE**

Age Discrimination in Employment Act, **4:147**

Unions, **4:147**

**RELIGION**

Unions, **4:147**

**RELIGIOUS DISCRIMINATION**

Business necessity, **4:147**

Disparate treatment, **4:147**

Harassment, **4:147**

Hiring, **4:147**

Insurance, **4:147**

Reasonable accommodation, **4:147**

Retaliation, **4:147**

Undue hardship, **4:147**

**RELIGIOUS FREEDOM**

**RESTORATION ACT**

General discussion, **4:147**

**REMEDIES**

Affirmative action, **4:215**

Age discrimination, **4:8, 4:184, 4:215**

Damages, **1:11, 1:16, 1:71, 3:72, 4:8, 4:98, 4:181, 4:213, 4:215**

Equal Pay Act, **4:8, 4:184**

Family and Medical Leave Act, **1:79, 3:72, 3:105, 3:119, 5:31, 5:32**

Front pay, **4:215**

Genetic Information Nondiscrimination Act, **1:75**

Insurance, **1:16, 1:23**

Monetary, **1:75, 3:72, 4:215**

Rehabilitation Act, **3:105, 4:9, 4:142, 4:215**

**REMEDIES—Cont'd**

Reinstatement, **1:16, 1:71, 3:72, 4:8, 4:213, 4:215**

Tax, **1:23, 4:215**

Tenure, **5:32**

**REPRESENTATIVES**

Labor relations, **3:10, 5:2**

**RESTORATION RIGHTS**

Family and Medical Leave Act, **3:26**

**RETALIATION**

Adverse action, **3:82, 4:147, 4:215**

Adverse actions, **8:15**

Age Discrimination in Employment Act, **3:83, 4:8, 4:147, 4:215, 4:216, 8:3**

Americans With Disabilities Act, **4:8, 4:74, 4:84, 4:87, 4:117, 4:122, 4:147, 4:211, 4:215 to 4:217, 8:1, 8:3, 8:15, 8:20**

Americans with Disabilities Act, **4:8, 4:74, 4:84, 4:87, 4:117, 4:122, 4:147, 4:211, 4:215 to 4:217, 8:1, 8:3, 8:15, 8:20**

Applicants, **4:74, 4:84, 4:117, 4:147, 4:215, 4:217, 8:1, 8:3, 8:15, 8:20**

Arbitration, **3:72, 4:8**

Causation, **3:82, 3:86, 4:215**

Constructive discharge, **4:215**

Disability discrimination, **4:8, 4:122, 4:147, 4:215**

Employees, **1:71, 3:72, 3:73, 3:103, 4:8, 4:74, 4:84, 4:87, 4:117, 4:122, 4:147, 4:211, 4:215 to 4:217, 8:1, 8:3, 8:13, 8:15, 8:20**

Equal Pay Act, **4:8, 8:1, 8:20**

Evidence, **3:82, 3:87, 3:98, 4:87, 4:147, 4:215**

Exhaustion of administrative remedies, **3:72**

## INDEX

### RETALIATION—Cont'd

- Family and Medical Leave Act, 3:72, 3:73, 3:75, 3:82 to 3:87, 3:98, 3:101, 3:103, 4:74, 4:84, 4:87, 4:147, 8:3, 8:16, 8:20
- Federal employment, 4:147, 8:3, 8:15, 8:20
- Former employees, 4:147
- General discussion, 4:147
- Genetic Information Nondiscrimination Act, 4:147
- Good faith, 3:72, 3:73, 3:82, 4:117, 4:147, 4:215
- Harassment, 4:147, 4:215 to 4:217, 8:1, 8:3, 8:15, 8:20
- Insurance, 4:74, 4:84, 4:87, 4:147, 8:3, 8:15
- Investigations, 3:101, 4:216, 8:3
- Jurisdiction, 3:72
- Liquidated damages, 1:71, 3:72, 3:73, 3:98
- National origin discrimination, 8:3
- Participation, 4:215, 8:15
- Pregnancy, 4:147, 4:216, 8:1, 8:3, 8:20
- Pretext, 3:98, 4:215
- Protected conduct, 3:82, 3:83, 4:122, 4:215
- Questions, 3:103, 4:84, 4:122, 4:147, 4:215, 4:217, 8:1, 8:3, 8:15, 8:20
- Rehabilitation Act, 4:147, 4:215, 8:3
- Remedies, 1:71, 3:72, 4:8, 4:215
- Sexual orientation, 4:147, 4:216, 8:3
- Summary judgment, 4:215
- Title VII, 3:72, 3:83 to 3:86, 4:8, 4:117, 4:147, 4:215 to 4:217, 8:3, 8:20
- Uniformed Services Employment and Reemployment Rights Act, 4:215

### RHODE ISLAND

- Health, 4:149

### RHODE ISLAND—Cont'd

- Notice, 4:149
- Permits, 4:149

### SCHEDULE

- Collective bargaining agreements, 3:111
- Evidence, 4:15, 4:30, 4:87, 4:108 to 4:111, 4:119, 4:120, 4:127, 4:129, 4:130, 4:147, 4:215, 5:7
- General discussion, 4:147

### SEARCH

- Equal Employment Opportunity commission, 4:8, 4:74, 4:91
- Records, 4:74

### SECONDARY SCHOOLS

- Family and Medical Leave Act, 3:5, 3:10, 3:22
- Students, 3:22
- Title VII, 3:10

### SECRETARY OF LABOR

- Department of Labor, 1:21, 1:23, 1:79, 3:72, 3:73, 3:79

### SECTION 1981

- Applicability, 4:215
- Burden of proof, 4:215
- Causation, 4:215
- Complaints, 4:215
- Evidence, 4:215
- Individuals, 4:215
- Intentional discrimination, 4:215
- Parties, 4:215
- Prima facie case, 4:215
- States, 4:215
- Title VII, 4:215
- Trial, 4:215

### SELF-INSURED PLANS

- Health insurance plans, 4:152

### SENIORITY SYSTEMS

- Age Discrimination in Employment Act, 4:215

**SENIORITY SYSTEMS—Cont'd**

- Bona fide seniority system, **4:182, 4:215**
- Collective bargaining agreement, **4:104, 4:215**
- Compensation, **4:215, 8:18**
- Family and Medical Leave Act, **4:74, 8:18**
- Intent to discriminate, **4:215**
- Rehabilitation Act, **4:182, 4:215**
- Title VII, **4:215, 8:18**
- Uniformed Services Employment and Reemployment Rights Act, **4:215**

**SERVICE CONTRACT ACT**

- Investigations, **1:79**
- Secretary of Labor, **1:79**

**SETTLEMENT**

- Americans with Disabilities Act, **4:77, 4:180**
- Consideration, **4:77**
- Costs, **4:77**

**SEVERANCE**

- Damages, **1:16**

**SEVERANCE PAY**

- Cause, **4:142**
- Discrimination, **1:85, 4:142**
- Pension plan, **1:85**
- Plan, **1:85**

**SEX**

- Unions, **3:103, 4:147**

**SEXUAL ADVANCES**

- Harassment, **4:217**

**SEXUAL ORIENTATION**

- Benefits, **4:147, 8:3**
- Contractors, **4:147, 4:216**
- Department of Justice, **4:147, 8:3**
- Disability discrimination, **4:147**
- Family responsibilities, **4:147**
- Gender identity, **4:147, 4:216, 8:3**
- Harassment, **4:147, 4:216, 8:3**

**SEXUAL ORIENTATION**

**—Cont'd**

- Hiring, **4:147**
- Medical conditions, **4:147, 8:3**
- Retaliation, **4:147, 4:216, 8:3**
- Sexual orientation, **4:147, 4:216, 8:3**
- Title VII, **4:147, 4:216, 8:3**

**SICK LEAVE**

- Accrued sick leave, **3:120, 3:121**
- Collective bargaining agreement, **1:68, 3:15, 3:120, 3:121, 3:124**
- Employee Retirement Income Security Act, **3:28, 3:35, 8:20**
- Family or medical leave, **3:104, 5:29, 7:3**
- Overtime pay, **3:35**
- Serious health condition, **3:5, 3:15, 3:27, 3:37, 3:49, 3:52, 3:98, 3:104, 3:120, 3:121, 3:124, 5:29, 5:40, 7:3, 7:4**
- State law, **3:15, 3:27, 3:49, 3:52, 3:104, 7:3**
- Veterans, **3:120**

**SITES**

- Unions, **4:147**

**SMOKING**

- Discrimination, **4:133, 4:149**

**SOCIAL SECURITY**

- Backpay, **4:215**
- Death benefits, **1:15**
- Employer, **1:25, 1:29, 1:30, 1:58, 1:66, 4:37, 4:215, 5:7, 5:13**
- Employment, **1:25, 1:30, 2:8, 3:1, 4:37, 4:215, 5:7**
- Wages, **4:215**

**STATE GOVERNMENTS**

- Americans with Disabilities Act, **4:181**

**STATISTICAL EVIDENCE**

- Disparate impact cases, **4:215**

## INDEX

### STATISTICAL EVIDENCE

#### —Cont'd

Title VII cases, **4:215**

### STOCK OPTIONS

Stock, **3:14**

### STUDENTS

Secondary schools, **3:22**

### SUGGESTIONS

Benefits, **4:147, 8:3**

### SUMMARY JUDGMENT

Business necessity defense, **4:215**

Intent, **1:14, 3:99, 4:215, 5:7**

Motive, **4:215**

Retaliation cases, **4:215**

### SUSPENSION

Federal employment, **4:147**

Medical benefits, **1:70**

Unions, **4:147**

### TEACHERS

Compensation, **3:11**

Family and Medical Leave Act,  
**3:11, 3:22**

### TELEPHONE

Companies, **4:2**

### TERMINATION

Backpay, **4:215**

Burden of proof, **4:15, 4:215**

Cause, **1:10, 1:28, 1:29, 1:34,  
4:75, 4:84, 4:117, 4:147,  
4:215**

Consideration, **4:15, 4:77, 4:84,  
4:147, 4:169, 4:215**

Constructive discharge, **4:215**

Customers, **4:84, 4:117, 4:122,  
4:147, 4:216**

Damages, **3:97, 4:8, 4:212, 4:215,  
4:235**

Disability discrimination laws,  
**4:8, 4:235**

Employee Retirement Income  
Security Act, **1:7, 1:10, 1:34**

### TERMINATION—Cont'd

Evidence, **3:76, 4:15, 4:21, 4:119,  
4:127, 4:134, 4:147, 4:215,  
4:239, 5:20**

Federal employment, **4:15, 4:147**

Front pay, **4:215**

General discussion, **4:147**

Intent to discriminate, **4:215**

Internal Revenue Service, **5:47**

Legitimate expectations, **4:134**

Motives, **4:215**

Nominal damages, **4:215**

Performance standards, **4:127,  
4:169**

Prima facie case, **4:215**

Privacy, **4:75**

Punitive damages, **4:8, 4:215**

Reinstatement, **1:28, 1:68, 4:8,  
4:169, 4:215**

Remedies, **4:8, 4:215**

Settlement, **4:77**

State law, **1:7, 1:28, 1:34, 4:148,  
4:215, 5:20**

Substitution, **4:147**

Suspension, **4:147**

Tax, **1:34, 4:215**

Timing, **1:34, 4:147, 4:215**

Uniformed Services Employment  
and Reemployment Rights  
Act, **4:215**

Wrongful termination, **8:21**

### TERMS OF EMPLOYMENT

Defined, **1:74**

Services, **1:74**

### TESTS

Disparate impact, **4:147, 4:183,  
4:215, 4:218**

### TEXAS

Age Discrimination in Employ-  
ment Act, **4:215**

Age discrimination, **4:215**

Compensation, **4:215**

Conditions of employment, **4:215**

**TEXAS—Cont'd**

Evidence, **4:215**  
 Harassment, **4:215**  
 Health, **4:215**  
 Notice, **4:215**  
 Privileges of employment, **4:215**  
 Remedies, **4:215**  
 Seniority systems, **4:215**  
 Terms, **4:215**  
 Unemployment compensation,  
**4:215**

**THREATS**

Violence, **4:75, 4:97, 4:177**

**TITLE VI**

Complaints, **4:9**  
 Rehabilitation Act, **4:9**

**TITLE VII**

Administration, **3:10, 4:147, 4:188, 4:215**  
 Age Discrimination in Employment Act, **2:14, 3:18, 3:83, 4:8, 4:147, 4:184, 4:203, 4:215, 4:216, 4:235, 5:26, 8:3**  
 Alternative dispute resolution, **4:8, 4:235**  
 Backpay, **4:215**  
 Complaints, **1:69, 3:72, 3:83, 4:9, 4:215, 8:3, 8:20**  
 Confidentiality, **4:147, 4:183**  
 Counsel, **4:147, 4:215**  
 Damages, **3:72, 3:99, 4:8, 4:213, 4:215, 4:235, 8:8, 8:18**  
 Disclosures, **4:147**  
 Employment agencies, **1:70, 4:147, 4:188**  
 Equal Employment Opportunity Commission, **1:68, 1:69, 1:87, 4:8, 4:9, 4:66, 4:183, 4:215, 8:3, 8:10, 8:20**  
 Evidence, **3:99, 4:108, 4:146, 4:147, 4:215, 5:29, 8:10**  
 Expenses, **1:68, 4:147, 4:215, 5:44**

**TITLE VII—Cont'd**

Federal agency, **3:10, 4:147**  
 Federal employment, **4:147, 4:184, 8:3, 8:20**  
 Fringe benefits, **1:87**  
 General discussion, **4:147**  
 Harassment cases, **4:215**  
 Hiring, **1:68, 3:117, 4:11, 4:108, 4:117, 4:147, 4:183, 4:215, 8:20**  
 Investigations, **4:9, 4:216, 8:3**  
 Job discrimination laws, **3:117, 4:11**  
 Jurisdiction, **3:10, 3:72**  
 Local governments, **1:70**  
 Notice, **3:10, 3:72, 3:99, 4:146, 4:147, 4:215, 5:44, 8:3, 8:18**  
 Parties, **3:117, 4:11, 4:66, 4:215, 8:20**  
 Private employers, **1:70, 4:147, 5:29**  
 Public employers, **4:9**  
 Punitive damages, **3:72, 4:8, 4:213, 4:215**  
 Retaliation, **3:72, 3:83 to 3:86, 4:8, 4:117, 4:147, 4:215 to 4:217, 8:3, 8:20**  
 Secondary schools, **3:10**  
 Section 1981, **4:215**  
 Seniority, **1:68, 4:215, 8:18**  
 Service, **1:70, 3:10, 3:18, 4:66, 4:108, 4:117, 4:203, 4:215, 5:29, 8:20**  
 State laws, **4:216, 4:217, 8:3**  
 Statistical evidence, **4:215**  
 Terms, **1:68 to 1:70, 3:83, 4:147, 4:215, 5:26, 8:3, 8:18, 8:20**  
 Trial, **3:72, 4:8, 4:147, 4:213, 4:215**  
 Unions, **4:147**

**TORTS**

Preemption, **1:12**

**TRANSMISSION**

Unions, **4:147**

## INDEX

### TRANSPORTATION

Medical benefits, **1:23**

### UNDERLYING DISCRIMINATION

Retaliation, **4:147**

### UNDERSTANDING

Absenteeism, **6:1**

### UNEMPLOYMENT COMPENSATION

Employee Retirement Income  
Security Act, **1:2, 1:5**

Misconduct, **4:215**

### UNION MEMBERS

Employee, **5:6**

Enforcement, **5:6**

### USERRA

Benefits, **1:85, 1:86, 3:11, 3:110,  
3:120, 4:215**

Complaints, **1:86, 3:120, 4:215**

Federal government, **1:85, 3:11**

Independent contractors, **3:11**

Parties, **4:215**

Retaliation, **4:215**

Severance pay, **1:85**

### VACATIONS

Employee Retirement Income  
Security Act, **1:85**

Uniformed services, **1:85**

### VERIFICATION

Age Discrimination in Employ-  
ment Act, **4:147**

### VERMONT

Notice, **4:149**

Permits, **4:149**

### VESTING

Employee Retirement Income  
Security Act, **1:2, 1:16, 3:35**

### VICARIOUS LIABILITY

Agency principles, **4:185**

### VICARIOUS LIABILITY

—Cont'd

Harassment, **4:185**

Supervisors, **4:185**

### VIOLATIONS

Federal employment, **4:12, 4:147**

### VIRGINIA

Health, **4:122, 4:149**

Notice, **4:149**

Permits, **4:149**

### VISION CARE

Medical benefits, **1:22, 1:62**

### WAGE AND HOUR DIVISION

Bonuses, **3:14, 3:35**

Collective bargaining agreements,  
**3:26, 3:47, 3:111, 3:120**

Litigation, **3:72 to 3:74, 3:97,  
3:99**

Locations, **1:71**

Powers, **3:116**

Regulations, **3:2, 3:6 to 3:17, 3:19  
to 3:37, 3:40, 3:42 to 3:51,  
3:54, 3:56 to 3:60, 3:68,  
3:69, 3:72 to 3:74, 3:97,  
3:99, 3:104, 3:105, 3:111 to  
3:114, 3:116**

Retaliation, **1:71, 3:72, 3:73**

Warrant, **3:97**

### WAGES

Defined, **1:86, 3:14, 3:124, 4:215**

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

### WAIVER

Age Discrimination in Employ-  
ment Act, **4:8, 4:147, 4:235**

Cobra continuation coverage  
requirements, **1:28**

Privilege, **4:147**

### WASHINGTON

Assignments, **4:114, 4:117, 4:119,  
4:125**

Compensation, **1:14**

**WASHINGTON—Cont'd**

- Complaints, **4:2 to 4:5**
- Employment practices, **4:4**
- Evidence, **4:108, 4:111, 4:119**
- Health insurance, **1:14, 4:125**
- Medical benefits, **1:14, 4:125**
- Notice, **4:149**
- Permits, **4:149**
- Privileges of employment, **4:2**
- Rest breaks, **4:111, 4:114, 4:119, 4:125, 4:137, 4:138**
- Terms, **4:126**

**WEEKENDS**

- Overtime pay, **1:71**

**WELLNESS PROGRAMS**

- Medical benefits, **1:52**

**WEST VIRGINIA**

- Health, **4:149**
- Notice, **4:149**
- Permits, **4:149**

**WILLFULNESS**

- Age Discrimination in Employment Act, **3:91**
- Liquidated damages, **3:91**

**WITNESSES**

- Federal employment, **4:147**
- Unions, **4:147**

**WOMEN**

- Medical benefits, **1:68, 1:69, 1:73, 1:79, 1:87, 5:29**

**WORK ASSIGNMENTS**

- Federal employment, **8:3**

**WORKING CONDITIONS**

- Job descriptions, **4:215**
- National Labor Relations Board, **5:3**

**WORKPLACE SAFETY**

- Access, **4:147**
- Agencies, **4:147**
- Agreements, **4:147**

**WORKPLACE SAFETY—Cont'd**

- Aisles, **4:147**
- Allegations, **4:147**
- Answers, **4:147**
- Assessment, **4:147**
- Assignment, **4:147**
- Business, **4:147**
- Care, **4:147**
- Cause, **4:147**
- Claims, **4:147**
- Components, **4:147**
- Conduct, **4:147**
- Confidentiality, **4:147**
- Conflicts, **4:147**
- Consent, **4:147**
- Contractors, **4:147**
- Counsel, **4:147**
- Courts, **4:147**
- Coverage, **4:147**
- Date, **4:147**
- Decisions, **4:147**
- Defense, **4:147**
- Denial, **4:147**
- Design, **4:147**
- Determinations, **4:147**
- Devices, **4:147**
- Disclosure, **4:147**
- Doctors, **4:147**
- Duration, **4:147**
- Eligibility, **4:147**
- Enforcement, **4:147**
- English, **4:147**
- Equipment, **4:147**
- Evidence, **4:147**
- Examination, **4:147**
- Exceptions, **4:147**
- Exposure, **4:147**
- Extraordinary circumstances, **4:147**
- Facilities, **4:147**
- Filing, **4:147**
- Food, **4:147**
- Forms, **4:147**
- General discussion, **4:147**

INDEX

**WORKPLACE SAFETY—Cont'd**

Gloves, **4:147**  
Good faith, **4:147**  
Gowns, **4:147**  
Guidelines, **4:147**  
Handling, **4:147**  
Harm, **4:147**  
Hazardous, **4:147**  
Health, **4:147**  
Hearing, **4:147**  
Hours, **4:147**  
Identification, **4:147**  
Information, **4:147**  
Instructions, **4:147**  
Knowledge, **4:147**  
Laws, **4:147**  
Lead, **4:147**  
Location, **4:147**  
Mail, **4:147**  
Masks, **4:147**  
Materials, **4:147**  
Maximum, **4:147**  
Misconduct, **4:147**  
Modification, **4:147**  
Necessity, **4:147**  
Nondiscrimination, **4:147**  
Objections, **4:147**  
Obtaining, **4:147**  
Occupational Safety and Health  
Administration, **4:147**  
Occupational safety and health,  
**4:147**  
Operations, **4:147**  
Options, **4:147**  
Orders, **4:147**  
Osha, **4:147**  
Oxygen, **4:147**  
Penalties, **4:147**  
Performance, **4:147**  
Permission, **4:147**  
Permits, **4:147**  
Personnel, **4:147**  
Place, **4:147**  
Platforms, **4:147**

**WORKPLACE SAFETY—Cont'd**

Practices, **4:147**  
Prevention, **4:147**  
Privileges, **4:147**  
Processes, **4:147**  
Professionals, **4:147**  
Programs, **4:147**  
Protection, **4:147**  
Purpose, **4:147**  
Record, **4:147**  
Refusal, **4:147**  
Regulation, **4:147**  
Reporting, **4:147**  
Reports, **4:147**  
Requests, **4:147**  
Responsibilities, **4:147**  
Restrictions, **4:147**  
Review, **4:147**  
Rights, **4:147**  
Rules, **4:147**  
Scope, **4:147**  
Services, **4:147**  
Sites, **4:147**  
Small employers, **4:147**  
Standards, **4:147**  
State, **4:147**  
Statements, **4:147**  
States, **4:147**  
Status, **4:147**  
Systems, **4:147**  
Termination, **4:147**  
Tools, **4:147**  
Training, **4:147**  
Transportation, **4:147**  
Treatment, **4:147**  
Types, **4:147**  
Use, **4:147**  
Vaccinations, **4:147**  
Ventilation, **4:147**  
Violations, **4:147**  
Warnings, **4:147**  
Witnesses, **4:147**  
Written, **4:147**