

Index

ABUSE

Abuse of discretion standard of review, **5:46**

ACCOUNTS

National Labor Relations Board, **3:64**

ACQUISITION

Amendments, **7:82**
Assets, **3:65**
Assumption, **7:63**
Disability, **7:82**
Due diligence, **6:30, 8:43**
Pension plan, **7:27, 8:31**
Successor liability, **3:65**
Termination, **6:21, 6:30, 6:120, 7:27, 7:63, 7:82, 7:110, 8:31, 8:43**

ADA AMENDMENTS ACT OF 2008

Americans with Disabilities Act, **7:81, 11:2, 11:60**

ADMINISTRATION

National Labor Relations Act, **2:4, 3:81, 4:20**
Railway Labor Act, **2:4, 5:2, 5:11**

ADMINISTRATIVE EXEMPTIONS

Title VII, **5:94**

ADMINISTRATIVE PROCEDURE ACT

Title VII, **2:3**

ADMINISTRATIVE PROCEEDINGS

Equal Access to Justice Act, **9:66**

ADMINISTRATORS

Retirement plans, **5:17, 5:28**

ADVERSE EMPLOYMENT ACTION

Americans with Disabilities Act, **2:1, 7:25, 7:76, 7:81, 7:82, 11:2**

ADVISORY OPINIONS

Equal Employment Opportunity Commission, **6:48, 6:121**

AFFIRMATIVE ACTION

Classifications, **10:4, 10:6**
Compliance, **11:32**
Enforcement, **6:26, 11:32**
Evidence, **6:26**
Notice, **11:32**
Voluntary affirmative action plan, **6:26**

AFFIRMATIVE DEFENSES

National Labor Relations Board, **5:82, 7:46**

AGE

Group insurance, **8:36**
Labor-Management Reporting and Disclosure Act, **6:112**

AGE DISCRIMINATION

Accrual period, **6:18, 6:22, 8:15, 8:16, 8:29**
ADEA, **1:1, 1:4, 2:1 to 2:5, 3:1 to 3:95, 4:1 to 4:25, 4:27 to 4:38, 4:40 to 4:44, 5:1 to 5:38, 5:40 to 5:73, 5:75 to 5:82, 5:84, 5:86 to 5:88, 5:90 to 5:95, 6:1, 6:2, 6:4 to 6:12, 6:14 to 6:18, 6:20, 6:21, 6:23, 6:25 to 6:39, 6:41 to 6:50, 6:52 to 6:75, 6:77 to 6:84, 6:86 to 6:129, 7:1 to 7:15, 7:17, 7:19, 7:20, 7:22 to 7:34, 7:36, 7:37, 7:39, 7:40, 7:43 to 7:52, 7:54, 7:55, 7:57 to 7:59, 7:61 to 7:66, 7:68, 7:70 to 7:72, 7:74 to 7:90, 7:92 to 7:103, 7:105, 7:107 to 7:112, 7:114, 7:115, 7:117, 7:118, 7A:1 to 7A:18, 8:1, 8:2, 8:4 to 8:14, 8:16, 8:24, 8:26, 8:29 to 8:33, 8:35, 8:36, 8:38, 8:39, 8:43, 8:44, 8:47 to 8:49, 8:53 to 8:55, 8:57, 8:59, 8:60, 8:62, 8:64, 8:66, 8:67,**

AGE DISCRIMINATION—Cont'd

8:69 to 8:75, 8:77 to 8:91, 8:93 to 8:96, 8:98 to 8:115, 8:117, 8:120, 8:122 to 8:133, 8:135, 8:138 to 8:156, 8:158 to 8:161, 8:163 to 8:173, 8:175, 8:176, 9:1 to 9:3, 9:10, 9:13, 9:21, 9:28 to 9:30, 9:33, 9:36, 9:38 to 9:44, 9:46 to 9:60, 9:63 to 9:66, 10:1 to 10:3, 10:8 to 10:12, 10:15, 10:20, 10:22, 10:28, 10:30, 10:32 to 10:34, 10:36, 10:39, 11:1 to 11:4, 11:6, 11:9, 11:11, 11:23, 11:26, 11:28, 11:31, 11:40, 11:41, 11:43, 11:45, 11:55 to 11:57, 11:60, 11:62, 11:64, 11:66 to 11:71

Agencies, 1:4, 2:1, 2:3, 3:11, 3:12, 3:37, 3:46, 3:50, 3:51, 3:54, 3:67, 3:76, 3:79 to 3:81, 3:87 to 3:90, 4:1, 4:13, 4:14, 4:22, 4:26, 4:28, 4:29, 4:43, 4:44, 5:2, 5:10, 5:38, 5:39, 5:52, 5:56, 5:58, 5:60, 5:65, 5:95, 6:2, 6:15, 6:16, 6:31, 6:33, 6:36 to 6:40, 6:45, 6:56, 6:58, 6:110, 6:112, 6:114, 6:115, 6:117, 6:119, 6:127, 7:2, 7:81, 7:85, 7A:8, 8:7, 8:9, 8:129, 8:148, 9:1, 9:5, 9:12, 9:63, 9:66, 10:14, 11:14, 11:24, 11:27, 11:28, 11:31, 11:42, 11:50, 11:57, 11:59, 11:63, 11:64

Agency interpretations, 2:3, 4:29, 5:4, 5:8, 5:61

Backpay, 4:1, 5:40, 6:112, 6:113, 7:3, 7:26, 7A:8, 8:6, 8:13, 8:14, 8:21, 8:26, 8:30, 8:53, 8:112, 8:114, 8:115, 8:122, 8:125, 8:151, 8:175, 9:41, 9:59

Benefits, 1:1 to 1:3, 2:1 to 3:2, 3:7, 3:10, 3:12, 3:16 to 3:18, 3:33, 3:35, 3:36, 3:47, 3:51, 3:56, 3:66, 3:71, 3:76, 3:85, 4:5, 4:6, 4:9 to 4:12, 4:14, 4:17, 4:18, 4:23, 4:27, 4:30 to 4:33, 4:36, 4:38, 4:40, 4:41, 5:1, 5:14, 5:15, 5:17, 5:18, 5:20 to 5:53, 5:55, 5:63, 5:64, 5:68, 5:70, 5:72, 5:76, 5:77, 5:80 to 5:82, 5:84, 5:86, 5:87, 5:89, 5:90, 5:95, 6:7, 6:14, 6:18, 6:22,

AGE DISCRIMINATION—Cont'd

6:23, 6:25, 6:29, 6:35, 6:71, 6:73, 6:75, 6:81, 6:84, 6:94, 6:95, 6:107 to 6:109, 6:112, 6:113, 6:117, 7:7, 7:22, 7:25, 7:26, 7:32, 7:39, 7:40, 7:44, 7:46, 7:50, 7:55, 7:58, 7:62, 7:65, 7:74, 7:75, 7:90, 7:106, 7:109, 7A:6, 7A:10, 7A:18, 8:6, 8:9, 8:10, 8:12, 8:13, 8:27, 8:29, 8:31 to 8:39, 8:47, 8:51 to 8:56, 8:62, 8:64, 8:67, 8:69 to 8:71, 8:75, 8:85, 8:98, 8:104 to 8:106, 8:117, 8:121, 8:122, 8:124, 8:129, 8:133, 8:135, 8:148, 8:159, 9:21, 9:32, 9:35, 9:66, 10:2, 10:26, 10:28, 10:38, 11:26, 11:29, 11:33, 11:40, 11:43, 11:45, 11:60, 11:63

Bona fide benefit plan, 2:2, 5:21, 5:28, 5:31, 7:88

Bona fide occupational qualifications, 5:6, 5:14, 5:15, 5:19, 11:23

Business necessity, 4:42, 5:1, 5:15, 5:16, 5:20, 5:52, 6:26, 7:87 to 7:90, 9:58

Causation, 2:1, 3:91, 4:1, 4:22, 5:52, 7:3, 7:4, 7:24, 7:27, 7:59, 7:62, 7:75, 7:79, 7:81 to 7:83, 7:86, 7:87, 7:91, 7:93, 7:95, 7:99, 7:102, 7:107, 7:114, 9:2, 9:41, 10:34, 10:39, 11:40, 11:66

Circumstantial case, 7:66, 7:86, 7:110

Class actions, 5:81, 6:78 to 6:81, 6:84, 6:89, 6:113, 7:77, 7:78, 7A:5, 7A:10, 7A:14, 8:2, 9:53

Comparators, 6:62, 7:15, 7:23, 7:108, 8:29

Compensation, 2:1, 3:10, 3:18, 3:20, 3:36, 3:47, 3:56, 3:66, 3:87, 3:88, 4:1, 4:3, 4:5, 4:6, 4:9, 4:10, 4:28, 4:41, 4:44, 5:8, 5:16, 5:18, 5:20 to 5:22, 5:24, 5:26, 5:27, 5:31, 5:56, 5:77, 5:80, 6:7, 6:14, 6:21 to 6:23, 6:31, 6:55, 6:71, 6:94, 6:117, 7:6, 7:22, 7:26, 7:30, 7:46, 7:62, 7:65, 7:70, 7:83, 7:90, 7:96, 7:118, 7A:6, 7A:15, 8:1, 8:9, 8:13, 8:25, 8:26, 8:29,

INDEX

AGE DISCRIMINATION—Cont'd

8:31, 8:33, 8:43, 8:47 to 8:51,
8:55 to 8:57, 8:60, 8:62, 8:70 to
8:72, 8:108, 8:110, 8:113,
8:120, 8:121, 8:144, 8:157,
8:162, 8:168, 8:171, 8:172, 9:1,
10:2, 10:34 to 10:36, 11:43,
11:44, 11:60

Complaint, 3:29, 3:37, 3:45, 3:49,
3:71, 3:77, 3:81, 3:84, 3:86,
4:7, 4:8, 4:14, 4:16, 4:22 to
4:24, 5:12, 5:16, 5:20, 5:31,
5:51, 5:58, 5:65, 5:75, 5:82,
6:1, 6:3 to 6:10, 6:12, 6:15,
6:22, 6:31, 6:33, 6:35 to 6:37,
6:41 to 6:43, 6:45, 6:52, 6:54 to
6:56, 6:58 to 6:62, 6:65, 6:66,
6:77, 6:80, 6:82 to 6:84, 6:86,
6:88, 6:89, 6:91, 6:92, 6:95,
6:98, 6:103, 6:104, 6:107,
6:108, 6:112, 6:113, 6:115 to
6:117, 6:119 to 6:121, 7:20,
7:25 to 7:30, 7:46, 7:64, 7:78,
7:102, 7A:8, 8:63, 8:95, 8:127,
9:1, 9:2, 9:4, 9:6, 9:7, 9:10 to
9:29, 9:31, 9:32, 9:37, 9:39,
9:40, 9:42 to 9:44, 9:46, 9:48,
9:53, 9:58, 10:3, 11:6 to 11:8,
11:11, 11:13, 11:14, 11:16 to
11:22, 11:24, 11:28, 11:66,
11:68

Computation, 5:40, 6:54, 8:10, 8:16,
8:17, 8:20, 8:23, 8:29, 8:31,
8:33, 8:39, 8:49, 8:51, 8:57,
8:62, 8:65, 8:67, 8:70, 8:104,
8:121, 8:122, 8:160, 9:31

Conciliation efforts, 4:14, 4:15, 6:9,
6:36, 6:47, 6:49, 6:54, 6:58,
6:60, 6:89, 6:90, 6:99, 6:102 to
6:104, 6:106, 6:126

Constitutional requirements, 8:9,
10:9

Constructive discharge, 4:7, 4:11,
4:12, 5:51, 6:6, 6:7, 6:22, 6:62,
7:17, 7:26, 7:44 to 7:46, 7:112,
8:67, 8:92

Continuing violations, 6:22, 8:29,
9:44

Damages, 2:1, 2:4, 2:5, 3:76, 3:78,
3:86, 3:91, 3:94, 3:95, 4:11, 5:1,
5:3, 5:31, 5:61, 5:80, 5:82,

AGE DISCRIMINATION—Cont'd

5:86, 5:87, 5:91, 5:92, 6:26,
6:48, 6:62, 6:69, 6:71, 6:73 to
6:75, 6:94, 6:95, 6:107, 6:109,
6:112, 6:113, 6:121, 6:128,
6:129, 7:3, 7:26, 7:27, 7:64,
7:77, 7:90, 7:118, 7A:5, 7A:8,
7A:9, 7A:11, 7A:14, 8:1 to 8:7,
8:9 to 8:21, 8:23 to 8:26, 8:29,
8:31 to 8:36, 8:38 to 8:44, 8:46
to 8:48, 8:53 to 8:55, 8:57 to
8:117, 8:119 to 8:121, 8:124,
8:126 to 8:128, 8:131, 8:132,
8:136, 8:140, 8:142 to 8:145,
8:147, 8:148, 8:161, 8:165,
8:168, 8:171, 8:173, 8:175,
8:176, 9:11, 9:13, 9:31 to 9:33,
9:41, 9:57, 9:60, 9:61, 9:63,
10:3, 10:19, 10:32, 10:34,
10:38, 11:2, 11:6, 11:8, 11:34,
11:37, 11:43, 11:52, 11:60,
11:63, 11:66, 11:68, 11:69

Decisionmakers, 6:120, 6:123, 6:125,
7:86

Defenses, 2:1, 2:2, 3:35, 3:73, 5:1 to
5:95, 6:51, 6:78, 6:82, 6:84,
6:102, 7:21, 7:46, 7:64, 7:77,
7:84, 7:88, 7:94, 9:28, 9:56,
9:58, 11:41

Determinative factor, 3:19, 4:4, 4:34,
7:10, 7:50, 7:55, 7:65, 7:71,
7:76, 7:97, 7:101, 7:107, 7:110,
7:112, 7:114, 8:82, 8:85, 8:94,
8:170, 11:40

Direct evidence case, 7:83, 7:84,
7:86

Discipline, 3:66, 3:91, 4:8, 5:56,
5:57, 5:71, 6:123, 7:23, 7:32,
7:74, 7:83, 7:108, 7A:1, 7A:2,
10:11

Disparate impact, 2:1, 3:7, 3:11,
3:91, 4:3 to 4:5, 4:35, 4:37,
4:42, 5:1, 5:14 to 5:20, 5:42,
5:43, 5:52, 5:56, 6:8, 6:62,
6:83, 6:84, 7:11, 7:50, 7:59,
7:61, 7:62, 7:87 to 7:93, 7:95,
8:94 to 8:96, 8:98, 9:55, 10:3,
11:39, 11:41

Disparate treatment, 2:2, 3:11, 3:71,
4:4 to 4:6, 4:36, 4:40 to 4:42,
5:16 to 5:18, 5:20, 5:32 to 5:34,

AGE DISCRIMINATION—Cont'd

5:41, 5:52, 6:7, 6:22, 6:23,
6:62, 6:120, 6:128, 7:6, 7:7,
7:9, 7:50, 7:54, 7:59, 7:62,
7:63, 7:74, 7:76 to 7:79, 7:81,
7:83, 7:87, 7:89, 7:90, 7:93,
7:97, 7:105, 7:108, 7:111, 8:29,
8:92 to 8:96, 8:98, 9:1, 11:62,
11:69

EEOC enforcement actions, 6:108

Elected officials, 3:8, 3:22 to 3:24,
3:27, 3:73, 8:7, 11:4

Employees, 1:3, 1:4, 2:1, 2:2, 2:4,
3:1 to 3:3, 3:5 to 3:7, 3:9 to
3:12, 3:14, 3:15, 3:17, 3:19 to
3:31, 3:33 to 3:36, 3:38, 3:39,
3:42, 3:44, 3:45, 3:47 to 3:53,
3:56, 3:60 to 3:72, 3:76, 3:78 to
3:83, 3:85 to 3:95, 4:1 to 4:7,
4:9, 4:11 to 4:14, 4:16, 4:17,
4:21 to 4:28, 4:30 to 4:32, 4:34,
4:36 to 4:38, 4:40 to 4:42, 5:1
to 5:5, 5:7 to 5:12, 5:14, 5:16 to
5:36, 5:40 to 5:46, 5:48 to 5:56,
5:58, 5:59, 5:61, 5:63 to 5:65,
5:68, 5:70 to 5:72, 5:76 to 5:82,
5:84 to 5:88, 5:90, 5:91, 6:1,
6:2, 6:5 to 6:8, 6:14, 6:15, 6:19,
6:23, 6:24, 6:27, 6:31 to 6:33,
6:35, 6:36, 6:45, 6:54, 6:55,
6:58, 6:62, 6:64, 6:66 to 6:68,
6:78, 6:79, 6:81, 6:82, 6:84,
6:85, 6:88, 6:89, 6:91 to 6:98,
6:100, 6:103, 6:104, 6:107 to
6:109, 6:111 to 6:113, 6:117,
6:120, 6:123, 6:125, 6:128,
6:129, 7:2, 7:3, 7:6, 7:7, 7:10 to
7:13, 7:15, 7:17, 7:19, 7:20,
7:22 to 7:28, 7:30 to 7:34, 7:37,
7:40 to 7:43, 7:45 to 7:50, 7:52,
7:55, 7:57 to 7:66, 7:68 to 7:70,
7:74, 7:76 to 7:79, 7:81 to 7:83,
7:85 to 7:93, 7:95, 7:96, 7:103
to 7:106, 7:108, 7:110 to 7:112,
7:117, 7:118, 7A:4 to 7A:9,
7A:11, 7A:12, 7A:15, 7A:17,
8:1, 8:2, 8:5, 8:6, 8:9, 8:10,
8:17, 8:25, 8:29 to 8:32, 8:34 to
8:36, 8:38, 8:39, 8:44, 8:50,
8:53, 8:56, 8:66, 8:67, 8:69,
8:84, 8:93, 8:95, 8:100, 8:102,
8:103, 8:108, 8:122, 8:127,

AGE DISCRIMINATION—Cont'd

8:129, 8:130, 8:136, 8:138 to
8:142, 8:144, 8:154, 8:156,
8:160, 8:172, 8:175, 9:1 to
9:66, 10:1 to 10:3, 10:5, 10:10
to 10:12, 10:17, 10:19, 10:20,
10:22 to 10:24, 10:26, 10:28,
10:32 to 10:34, 10:38, 10:39,
11:1 to 11:12, 11:23, 11:24,
11:26 to 11:28, 11:56, 11:57,
11:60, 11:61, 11:64, 11:66 to
11:69

Employers, 1:3, 1:4, 2:1, 2:2, 2:4,
3:1, 3:7, 3:11, 3:12, 3:15, 3:19,
3:21, 3:29, 3:31, 3:33, 3:35,
3:36, 3:42, 3:45, 3:46, 3:51,
3:56, 3:59, 3:64, 3:66 to 3:68,
3:71, 3:72, 3:74, 3:76, 3:79,
3:81, 3:85, 3:87 to 3:91, 3:95,
4:1, 4:3 to 4:6, 4:8, 4:10, 4:12
to 4:14, 4:16, 4:20, 4:25, 4:28,
4:29, 4:31, 4:41 to 4:44, 5:3,
5:5 to 5:7, 5:9 to 5:12, 5:15,
5:18, 5:19, 5:21, 5:26 to 5:34,
5:36 to 5:38, 5:40, 5:41, 5:43 to
5:47, 5:49, 5:51, 5:52, 5:55,
5:56, 5:59 to 5:61, 5:63, 5:64,
5:66, 5:68, 5:72, 5:76, 5:79 to
5:82, 5:87, 5:90, 5:94, 5:95,
6:1, 6:5, 6:6, 6:21, 6:31, 6:35,
6:38, 6:47, 6:55, 6:64, 6:89,
6:95, 6:98, 6:100, 6:101, 6:106,
6:112, 6:121, 6:124, 6:126,
6:128, 7:2, 7:6, 7:13, 7:20, 7:26
to 7:28, 7:33, 7:36, 7:37, 7:40,
7:43, 7:46, 7:50, 7:52, 7:59,
7:62, 7:65, 7:68 to 7:71, 7:73 to
7:78, 7:81, 7:86, 7:87, 7:89,
7:90, 7:92, 7:96, 7:97, 7:109,
7:111, 7A:1, 7A:2, 7A:5, 7A:14,
7A:16, 7A:17, 8:1, 8:2, 8:4, 8:5,
8:9, 8:13, 8:29, 8:30, 8:57,
8:62, 8:69, 8:72, 8:74, 8:78,
8:85, 8:86, 8:100, 8:103, 8:108,
8:110, 8:130, 8:140, 8:142 to
8:144, 8:148 to 8:151, 9:2, 9:3,
9:28, 9:41, 9:49, 9:58, 9:63,
10:2, 10:3, 10:10, 10:19, 10:20,
10:22, 10:28, 10:32 to 10:34,
10:38, 10:39, 11:1, 11:23,
11:26, 11:28, 11:57, 11:60,
11:66, 11:67, 11:69

INDEX

AGE DISCRIMINATION—Cont'd

Equal Employment Opportunity

Commission, 2:1, 2:3, 2:5, 3:5, 3:6, 3:10, 3:13, 3:20, 3:31, 3:35 to 3:38, 3:44, 3:46, 3:47, 3:52, 3:63, 3:65, 3:71, 3:78, 3:86 to 3:89, 4:1, 4:4, 4:6, 4:7, 4:10, 4:14, 4:15, 4:19, 4:21, 4:22, 4:24, 4:25, 4:27 to 4:33, 4:36, 4:43, 4:44, 5:1, 5:2, 5:4, 5:8, 5:11, 5:30, 5:32, 5:36, 5:37, 5:43, 5:48, 5:55, 5:60, 5:62, 5:64 to 5:67, 5:69, 5:71, 5:73, 5:75, 5:76, 5:79, 5:80, 5:82, 5:95, 6:1 to 6:3, 6:5, 6:6, 6:8, 6:9, 6:12, 6:14 to 6:18, 6:21, 6:27, 6:31, 6:33, 6:35 to 6:38, 6:42 to 6:49, 6:52 to 6:54, 6:58 to 6:62, 6:64, 6:66, 6:80, 6:84, 6:87 to 6:89, 6:91 to 6:93, 6:95, 6:97 to 6:116, 6:120, 6:121, 6:124 to 6:129, 7:84, 7:85, 7:96, 7:118, 7A:8, 7A:9, 7A:16, 8:1, 8:6, 8:13, 8:23, 8:30, 8:46, 8:50, 8:55, 8:57, 8:60, 8:63, 8:75, 8:96, 8:102, 8:109, 8:111, 8:119, 8:126, 8:129, 8:131, 8:145, 8:146, 8:155, 8:161, 8:171, 8:175, 9:1, 9:3, 9:4, 9:6, 9:7, 9:9, 9:10, 9:12, 9:13, 9:15, 9:17 to 9:22, 9:25 to 9:30, 9:32, 9:33, 9:36 to 9:40, 9:43 to 9:46, 9:49, 9:53, 9:55, 9:59, 9:66, 11:6 to 11:8, 11:12 to 11:14, 11:16, 11:18, 11:19, 11:21, 11:28, 11:60, 11:67

Exhaustion of remedies, 6:2, 6:18, 6:41, 9:21, 9:39

Failure to post notices, 6:31

Federal employers, 8:1, 8:108, 9:28, 9:63, 11:67

Federal law, 2:4, 2:5, 3:2, 3:31, 3:78, 3:80, 3:84, 3:86, 4:27, 5:16, 5:18, 5:56, 5:59, 5:63, 5:81, 5:90, 6:62, 6:74, 6:121, 7:58, 7A:9, 8:9, 8:77, 8:84, 8:112, 8:117, 10:34, 11:33, 11:36, 11:48, 11:51, 11:70

Firefighters, 1:1, 3:2, 3:31, 4:12, 5:3, 5:6 to 5:8, 5:10, 5:11, 5:31, 7:60, 7:95, 8:126, 8:127, 10:11, 10:20, 10:22

AGE DISCRIMINATION—Cont'd

Foreign employers, 3:87 to 3:90

Fringe benefits, 5:27, 5:31, 5:43, 6:25, 7:40, 8:10, 8:31, 8:36, 8:38, 8:71

Front pay, 4:11, 6:75, 7A:14, 8:1 to 8:3, 8:5, 8:10, 8:12, 8:13, 8:19, 8:20, 8:25, 8:28, 8:29, 8:31, 8:33, 8:38, 8:39, 8:44, 8:53, 8:57 to 8:71, 8:104, 8:124, 8:131, 8:132, 8:135, 8:136, 8:138 to 8:140, 8:161, 9:32, 9:61

Good cause, 5:1, 5:56, 5:57, 6:48, 6:115, 6:116, 6:121, 7:65, 9:19, 9:29, 10:38, 11:21

Government contractors, 11:55 to 11:58

Government employers, 2:2, 5:3, 5:31, 9:28

Harassment, 3:81, 3:94, 3:95, 4:3, 4:7, 4:11, 4:13, 4:23, 4:24, 5:58, 6:5, 6:7, 6:103, 6:104, 7:6, 7:25 to 7:27, 7:29, 7:30, 7:45, 7:46, 7:64, 7:74, 7:81, 7A:7, 8:101, 9:10, 11:8

Hostile environment, 4:7, 4:23, 6:22, 7:29, 9:44

Inferential proof, 7:86

Injunctions, 5:60, 8:1, 8:125 to 8:127, 8:129, 8:149, 8:151

Jurisdiction, 2:4, 2:5, 3:1, 3:45, 3:56, 3:68, 3:70, 3:73, 3:76, 3:77, 3:81, 3:85, 3:89, 3:91, 5:11, 5:58, 5:59, 5:79, 5:82, 5:91, 6:2, 6:4, 6:7, 6:11, 6:12, 6:33, 6:52, 6:54, 6:58, 6:60 to 6:78, 6:90, 6:100, 6:103, 6:107, 6:110, 6:111, 6:113, 6:117, 6:119, 6:121, 7:64, 7A:1, 7A:2, 7A:5, 7A:15, 7A:17, 8:1, 8:7, 8:9, 8:110, 8:130, 8:131, 8:140, 8:161, 8:176, 9:17, 9:23, 9:28, 9:39, 9:43, 9:44, 9:52, 9:66, 10:3, 10:36, 11:14, 11:24, 11:34, 11:65, 11:67

Jury trials, 2:2, 6:26, 6:73, 6:75, 6:111, 7:112, 8:13, 8:72, 8:142, 9:2, 9:43, 9:54

Knowing and voluntary, 4:12, 5:22, 5:24, 5:63 to 5:65, 5:67 to 5:69,

AGE DISCRIMINATION—Cont'd

5:71, 5:73, 5:74, 5:78 to 5:82,
5:90, 5:93, 6:15, 6:73, 7A:11,
11:26

Law enforcement officers, 3:2, 3:31,
3:80, 5:3, 5:6 to 5:8, 5:10, 5:11,
5:31, 10:22

Liquidated damages, 2:5, 3:94, 5:61,
5:86, 6:62, 6:69, 6:71, 6:75,
6:94, 6:95, 6:109, 6:112, 6:113,
6:121, 6:128, 7A:5, 7A:14, 8:1,
8:3, 8:6, 8:10, 8:11, 8:13, 8:29,
8:33, 8:60, 8:62, 8:67, 8:69,
8:72 to 8:108, 8:110, 8:112 to
8:117, 8:119 to 8:121, 8:124,
8:144, 8:161, 8:175, 8:176,
9:32, 9:63, 11:6

Local government employers, 2:2,
5:3

Membership, 2:1, 3:3, 3:11, 3:54,
3:87, 3:91, 4:7, 4:13, 4:14,
4:20, 4:27, 4:44, 5:5, 5:17,
5:52, 5:70, 6:80, 7:20, 7:29,
7:47, 7:57, 7:58, 7:87, 7:88,
7:91, 8:139, 9:1, 10:20, 11:4,
11:10, 11:45

Notice, 3:16, 3:35, 3:65, 3:76, 3:86,
4:11, 4:14, 4:29, 4:43, 5:17,
5:36, 5:37, 5:39, 5:41, 5:59,
5:83, 6:1 to 6:11, 6:13, 6:15 to
6:19, 6:21, 6:22, 6:24, 6:27,
6:29, 6:31 to 6:36, 6:38, 6:43,
6:50, 6:52 to 6:56, 6:58, 6:59,
6:62, 6:79 to 6:86, 6:88 to 6:92,
6:102, 6:103, 6:106, 6:107,
6:120, 6:128, 7:17, 7:20, 7:26,
7:29, 7:30, 7:39, 7:86, 7:118,
7A:4, 7A:9, 7A:11, 8:15, 8:82,
8:85, 8:95, 8:135, 9:1, 9:2,
9:10, 9:11, 9:13, 9:16 to 9:18,
9:20, 9:21, 9:24, 9:28, 9:29,
9:35 to 9:37, 9:39, 9:40, 9:43 to
9:46, 9:48, 9:49, 10:2, 10:32,
11:6, 11:14, 11:20, 11:28, 11:32,
11:56

Notices, 4:29, 4:43, 6:19, 6:21, 6:31,
6:54, 6:81 to 6:83, 6:85, 6:88,
7:23, 9:2, 9:39

Officials, 3:8, 3:22 to 3:31, 3:73,
3:78, 4:7, 4:12, 4:27, 5:7, 5:31,
5:36, 5:61, 6:36, 6:43, 6:62,

AGE DISCRIMINATION—Cont'd

7:65, 7:74, 7:75, 8:7, 8:9, 8:79,
8:90, 8:100, 8:103, 9:7, 9:57,
10:3, 10:17, 11:3, 11:4, 11:12,
11:27, 11:65, 11:68

Opt-in requirement, 6:82

Overseas employees, 3:69, 3:89

Parties, 2:1, 3:10, 3:14, 3:16, 3:18 to
3:20, 3:45, 3:51, 3:60, 3:84,
3:86, 3:87, 4:7, 4:12, 4:19,
5:10, 5:59, 5:63, 5:71, 5:72,
5:76, 5:80, 5:82, 5:91, 6:4 to
6:6, 6:9, 6:10, 6:18, 6:21, 6:27,
6:29, 6:30, 6:33, 6:36, 6:37,
6:44, 6:46, 6:47, 6:49, 6:51,
6:54, 6:56, 6:59, 6:67, 6:68,
6:71, 6:72, 6:78, 6:79, 6:83,
6:84, 6:86, 6:87, 6:92 to 6:95,
6:98, 6:104, 6:106, 6:109, 6:112
to 6:115, 6:117, 6:120 to 6:122,
6:125, 6:126, 6:128, 7:2, 7:6,
7:10, 7:13, 7:19, 7:27, 7:33,
7:37, 7:46, 7:49, 7:65, 7:81,
7:83, 7:84, 7:86, 7:87, 7:98,
7:105, 7:117, 7:118, 7A:1,
7A:2, 7A:5, 7A:6, 7A:8 to
7A:10, 7A:12, 7A:14 to 7A:17,
8:1, 8:8, 8:13, 8:21, 8:25, 8:28,
8:29, 8:57, 8:62, 8:67, 8:68,
8:71, 8:79, 8:104, 8:121, 8:122,
8:124 to 8:127, 8:132, 8:139,
8:151, 8:152, 8:155, 8:160,
8:161, 8:169, 8:170, 8:172,
8:176, 9:9, 9:13, 9:14, 9:16,
9:18, 9:19, 9:21, 9:28, 9:29,
9:39, 9:51, 9:54, 9:61, 10:11,
10:12, 10:36, 10:38, 10:39,
11:13, 11:17, 11:20, 11:21,
11:67

Pendent jurisdiction, 2:5, 6:67 to
6:71

Pensions, 1:1, 1:3, 2:1, 2:2, 3:36,
3:71, 3:72, 3:80, 4:1, 4:36,
4:38, 5:17, 5:40, 7:77, 8:34,
10:28

Pleading, 1:4, 4:7, 5:34, 6:6, 6:33,
6:62, 6:63, 6:76, 6:92, 6:120,
7:20, 7:29, 7:102, 9:48, 9:52,
9:57, 11:4

Pretext, 2:1, 3:81, 3:82, 4:4, 4:41,
5:20, 5:56, 5:58, 6:18, 6:77,

INDEX

AGE DISCRIMINATION—Cont'd

6:125, 6:129, 7:5 to 7:7, 7:9,
7:10, 7:13, 7:14, 7:17, 7:18,
7:20, 7:27, 7:30, 7:31, 7:34,
7:36, 7:37, 7:40, 7:41, 7:43,
7:50, 7:52, 7:55, 7:57, 7:59,
7:62, 7:65, 7:68, 7:71 to 7:76,
7:79, 7:81, 7:83, 7:86, 7:97,
7:98, 7:101, 7:102, 7:105 to
7:108, 7:110 to 7:112, 7:114,
7:116, 8:23, 8:85, 8:94, 9:41,
10:33, 11:40, 11:67, 11:69

Prima facie case, 2:1, 3:2, 3:3, 3:7,
3:78, 3:88, 3:89, 4:4, 4:6 to 4:8,
4:11, 4:13, 4:22, 4:31, 4:36,
4:41, 5:14, 5:16, 5:19, 5:32,
5:42, 5:51, 5:52, 6:5, 6:8, 6:21,
6:62, 6:77, 6:84, 6:118, 6:120,
6:124, 7:4, 7:6 to 7:15, 7:17 to
7:27, 7:29 to 7:39, 7:41 to 7:43,
7:45 to 7:57, 7:59, 7:61 to 7:66,
7:68, 7:71, 7:73 to 7:77, 7:79,
7:81, 7:84, 7:86, 7:87, 7:90 to
7:93, 7:95, 7:97 to 7:99, 7:101
to 7:108, 7:110 to 7:112, 7:114,
8:94, 9:1, 9:28, 9:41, 9:55,
10:22, 11:39, 11:41, 11:67,
11:69

Private actions, 6:95, 7:118, 8:144,
11:33

Prohibited practices, 4:1 to 4:42,
8:143, 8:150

Qualifications, 2:1, 5:2, 5:5 to 5:7,
5:10, 5:11, 5:14, 5:15, 5:19,
5:63, 5:90, 6:74, 6:116, 6:120,
7:7, 7:11 to 7:13, 7:15, 7:20,
7:22, 7:32, 7:34 to 7:38, 7:41,
7:43, 7:48 to 7:52, 7:55, 7:57,
7:59, 7:62, 7:65, 7:68, 7:85,
7:88, 7:90, 7:97, 7:108, 7:111,
8:20, 8:40, 8:43, 11:4, 11:23,
11:67

Rebuttal, 5:57, 7:9, 7:37, 7:43, 7:50,
7:57, 7:63 to 7:70, 7:72 to 7:74,
7:77, 7:106, 7:114, 8:57, 8:81,
8:95, 11:39, 11:40

Reduction in force, 3:64, 4:11, 4:34,
5:19, 5:77, 5:80, 6:19, 6:84,
6:93, 6:120, 7:4, 7:12, 7:20,
7:32, 7:42, 7:46, 7:49 to 7:57,
7:61 to 7:63, 7:65, 7:75 to 7:78,
7:81, 7:85, 7:86, 7:90, 7:95,

AGE DISCRIMINATION—Cont'd

7:102 to 7:105, 7:107, 7:110 to
7:112, 7:117, 8:20, 8:62, 8:67,
8:68, 8:87, 8:103, 8:135

Reinstatement, 3:12, 4:1, 4:13, 5:13,
5:60, 6:15, 6:74, 6:75, 6:94,
6:107, 6:112, 6:113, 7:3, 7:26,
7:105, 7:108, 7A:5, 7A:8,
7A:14, 8:1, 8:2, 8:5, 8:6, 8:11,
8:13, 8:23 to 8:28, 8:32 to 8:34,
8:44, 8:52, 8:53, 8:57 to 8:59,
8:62 to 8:64, 8:66, 8:67, 8:70,
8:125, 8:126, 8:131 to 8:142,
8:151, 8:175, 8:176, 9:1, 9:31,
9:41, 9:44, 9:59, 9:61, 9:62,
9:66, 11:43

Release agreements, 5:22

Remedies, 2:1, 2:4, 2:5, 3:13, 3:16,
3:48, 3:76, 3:84, 4:1, 4:15, 6:1,
6:2, 6:4 to 6:8, 6:13, 6:18, 6:28,
6:29, 6:33, 6:35, 6:37, 6:41,
6:43, 6:49, 6:53, 6:56, 6:58,
6:61, 6:68, 6:71, 6:78, 6:89,
6:91, 6:93, 6:99, 6:105 to
6:107, 6:109, 6:113, 6:117,
7:27, 7:77, 7:80, 7A:1, 7A:4,
7A:5, 7A:8, 7A:11, 7A:15 to
7A:17, 8:1 to 8:176, 9:1, 9:10,
9:13, 9:20, 9:21, 9:29, 9:30,
9:36, 9:38 to 9:43, 9:48, 9:50,
9:58, 9:59, 9:63, 9:66, 10:3,
10:5, 10:19, 10:26, 10:34,
10:38, 10:39, 11:6, 11:8, 11:9,
11:30, 11:35, 11:37, 11:49,
11:52, 11:63, 11:64, 11:66

Replacement requirement, 7:49

Retaliation, 2:1, 3:5, 3:6, 3:11, 3:12,
3:29, 3:76, 3:80 to 3:82, 3:91,
4:1, 4:3, 4:8, 4:13 to 4:26, 5:58,
5:81, 5:91, 6:5 to 6:8, 6:37,
6:115, 6:117, 7:3, 7:6, 7:9, 7:16,
7:20, 7:24 to 7:30, 7:34, 7:40,
7:46, 7:65, 7:66, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:23, 8:30,
8:67, 8:95, 8:96, 8:102, 8:104,
8:109, 8:111, 8:127, 8:129,
8:161, 8:176, 9:1, 9:2, 9:21,
9:28, 9:33, 9:42, 9:43, 9:51,
9:55, 9:58, 10:35, 11:6, 11:28,
11:66, 11:68

Scope of coverage, 7:89

AGE DISCRIMINATION—Cont'd

Sick leave, 3:63, 5:28, 5:29, 5:43, 5:51, 5:52, 8:38, 8:47 to 8:52
 State remedies, 6:37, 6:41, 6:43, 6:105, 6:117, 9:50
 Tax, 3:10, 3:18, 3:64, 5:46, 7:65, 8:10 to 8:12, 8:29, 8:104, 10:2, 11:63
 Tenure, 2:3, 3:15, 3:30, 4:3, 4:5, 4:9, 4:38, 5:17 to 5:19, 5:42, 5:52, 5:53, 6:7, 6:17, 6:121, 7:15, 7:33, 7:34, 7:40, 7:41, 7:43, 7:50, 7:62, 7:70, 7:83, 7:96, 7:102, 7:106, 7:108, 7:111, 8:67, 9:35, 10:26, 10:36, 10:38
 Termination of employment, 7:26, 7:46, 7:75, 7A:5, 7A:12, 10:38
 Vacations, 5:29, 5:43, 8:50
 Waivers, 4:12, 5:1 to 5:95, 6:98, 6:128, 7A:6, 7A:11, 8:100, 8:152, 8:175, 9:2, 9:48, 9:59, 11:6
 Willfulness, 3:94, 5:2, 5:60, 5:61, 5:86, 6:62, 6:121, 6:128, 8:3, 8:13, 8:72, 8:73, 8:76 to 8:78, 8:80 to 8:87, 8:89 to 8:104, 8:106, 8:117, 8:127, 8:161

**AGE DISCRIMINATION IN
EMPLOYMENT ACT**

Administrative exemptions, 5:1, 5:94, 5:95
 Alternative dispute resolution, 1:4, 7A:2, 8:151, 9:5, 9:11, 9:12
 Arbitration agreements, 3:78, 5:24, 5:82, 6:107, 6:111, 6:113, 7:118, 7A:1, 7A:2, 7A:5, 7A:7, 7A:8, 7A:10 to 7A:12, 7A:14 to 7A:16, 7A:18, 8:129
 Attorneys, 2:3, 3:23, 3:26, 4:25, 5:68, 5:80, 6:1, 6:14, 6:29, 6:31, 6:113, 6:114, 6:121, 6:128, 7:2, 7:6, 8:1, 8:79, 8:103, 8:151, 8:152, 8:158, 8:160, 8:161, 8:163, 8:165, 8:166, 8:170 to 8:172, 9:30
 Benefit plan exception, 2:2, 4:5, 4:12, 5:27, 5:32, 5:36, 5:42, 5:48 to 5:50
 Bonuses, 5:26, 5:56, 7:40, 7:46, 7:106, 8:29, 8:48 to 8:52, 8:54,

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

8:70, 8:71, 8:121
 Business judgment, 7:50, 7:65, 7:74, 7:105, 7:114
 Civil actions, 6:66, 6:95, 6:110, 8:129, 9:39, 9:44, 9:46
 Class actions, 5:81, 6:78 to 6:81, 6:84, 6:89, 6:113, 7:77, 7:78, 7A:5, 7A:10, 7A:14, 8:2, 9:53
 Complaints, 3:7, 3:73, 3:81, 4:6, 4:23, 4:26, 4:31, 5:21, 5:65, 6:3 to 6:5, 6:12, 6:37, 6:45, 6:62, 6:84, 6:89, 6:120, 6:125, 6:126, 7:3, 7:15, 7:25 to 7:27, 7:30, 7:49, 7:74, 7:76, 7:83, 7:97, 7:108, 9:5, 9:9, 9:14 to 9:16, 9:18, 9:19, 9:21, 9:22, 9:24, 9:26, 9:28, 9:29, 9:37, 9:39
 Conciliation, 4:14, 4:15, 6:2, 6:5 to 6:7, 6:9 to 6:11, 6:15, 6:36, 6:45, 6:47 to 6:50, 6:54, 6:58 to 6:60, 6:71, 6:89 to 6:91, 6:99, 6:102 to 6:104, 6:106, 6:121, 6:126, 6:127, 7A:2, 7A:5, 7A:13, 8:108, 8:110, 8:142, 9:1, 9:39, 9:45, 9:63, 11:66
 Conference, 3:33 to 3:35, 3:83, 4:25, 5:53, 5:71, 6:47, 6:49, 6:75, 6:102, 6:106, 6:121, 6:126, 6:128, 7A:5, 8:13, 8:31, 8:110, 9:45, 11:31, 11:45, 11:66
 Constitutionality, 3:74, 10:20
 Continuing violations, 6:22, 8:29, 9:44
 Counsel, 2:1, 3:35, 3:42, 4:22, 5:36, 5:61, 5:64, 5:73, 5:80, 5:82, 6:5 to 6:7, 6:9, 6:10, 6:12, 6:29, 6:31, 6:35, 6:36, 6:47, 6:54, 6:55, 6:58, 6:72, 6:79, 6:83, 6:84, 6:86, 6:96, 6:108, 6:113, 6:120, 6:123, 6:127, 6:128, 7:13, 7:30, 7:75, 7:97, 7:114, 7A:15, 7A:17, 8:12, 8:79, 8:90, 8:103, 8:154, 8:158, 8:160 to 8:163, 8:166 to 8:168, 8:170, 8:171, 8:176, 9:10, 9:36, 9:48, 11:64
 Counseling, 9:6, 9:10 to 9:12, 9:21, 9:22, 11:11

INDEX

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

Date, 3:31, 3:36, 3:51, 3:60, 4:4, 4:6, 4:9, 4:12, 4:36, 4:44, 5:10, 5:20, 5:28, 5:31, 5:32, 5:36, 5:38, 5:40, 5:46, 5:51, 5:53, 5:54, 5:63, 5:64, 5:66, 5:69, 5:71, 5:72, 5:78, 5:80, 6:5 to 6:7, 6:12, 6:15 to 6:24, 6:26, 6:29, 6:30, 6:34 to 6:36, 6:50, 6:52 to 6:54, 6:56, 6:80, 6:84, 6:87, 6:88, 6:90 to 6:92, 6:95, 6:104, 6:106, 6:116, 7:10, 7:26, 7:27, 7:39, 7:65, 7:110, 7:112, 7A:17, 8:14 to 8:20, 8:23, 8:24, 8:29 to 8:31, 8:33, 8:34, 8:39, 8:43, 8:44, 8:48, 8:52, 8:62, 8:66, 8:67, 8:69, 8:71, 8:74, 8:113, 8:120 to 8:122, 8:124, 9:10, 9:13, 9:14, 9:16, 9:19, 9:21, 9:28, 9:29, 9:31, 9:32, 9:34, 9:35, 9:39, 9:44, 9:46, 9:47, 9:58, 10:22, 10:28

Defenses, 2:1, 2:2, 3:35, 3:73, 5:1 to 5:95, 6:51, 6:78, 6:82, 6:84, 6:102, 7:21, 7:46, 7:64, 7:77, 7:84, 7:88, 7:94, 9:28, 9:56, 9:58

Disclosures, 4:12, 5:80, 6:29

Elected officials, 3:8, 3:22 to 3:24, 3:27, 3:73, 8:7, 11:4

Election of remedies, 7A:4

Employment agencies, 1:4, 2:1, 3:11, 3:12, 3:46, 3:50, 3:51, 3:54, 3:87, 3:88, 4:1, 4:13, 4:14, 4:28, 4:29, 4:43, 4:44, 5:38, 5:56, 5:60, 6:31, 7:2, 7:85, 8:148

Equal Employment Opportunity Commission, 2:1, 2:3, 2:5, 3:5, 3:6, 3:10, 3:13, 3:20, 3:31, 3:35 to 3:38, 3:44, 3:46, 3:47, 3:52, 3:63, 3:65, 3:71, 3:78, 3:86 to 3:89, 4:1, 4:4, 4:6, 4:7, 4:10, 4:14, 4:15, 4:19, 4:21, 4:22, 4:24, 4:25, 4:27 to 4:33, 4:36, 4:43, 4:44, 5:1, 5:2, 5:4, 5:8, 5:11, 5:30, 5:32, 5:36, 5:37, 5:43, 5:48, 5:55, 5:60, 5:62, 5:64 to 5:67, 5:69, 5:71, 5:73, 5:75, 5:76, 5:79, 5:80, 5:82, 5:95, 6:1 to 6:3, 6:5, 6:6, 6:8,

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

6:9, 6:12, 6:14 to 6:18, 6:21, 6:27, 6:31, 6:33, 6:35 to 6:38, 6:42 to 6:49, 6:52 to 6:54, 6:58 to 6:62, 6:64, 6:66, 6:80, 6:84, 6:87 to 6:89, 6:91 to 6:93, 6:95, 6:97 to 6:116, 6:120, 6:121, 6:124 to 6:129, 7:84, 7:85, 7:96, 7:118, 7A:8, 7A:9, 7A:16, 8:1, 8:6, 8:13, 8:23, 8:30, 8:46, 8:50, 8:55, 8:57, 8:60, 8:63, 8:75, 8:96, 8:102, 8:109, 8:111, 8:119, 8:126, 8:129, 8:131, 8:145, 8:146, 8:155, 8:161, 8:171, 8:175, 9:1, 9:3, 9:4, 9:6, 9:7, 9:9, 9:10, 9:12, 9:13, 9:15, 9:17 to 9:22, 9:25 to 9:30, 9:32, 9:33, 9:36 to 9:40, 9:43 to 9:46, 9:49, 9:53, 9:55, 9:59, 9:66, 11:28, 11:60, 11:67

Estoppel, 5:51, 6:1, 6:9, 6:15, 6:21, 6:27 to 6:31, 6:33 to 6:36, 6:50, 6:52, 6:55, 6:56, 6:71, 6:74, 6:95, 6:114 to 6:118, 7:39, 9:8, 9:10, 9:44, 9:48, 9:51, 10:39

Evidence, 2:1, 2:2, 2:4, 3:13, 3:17, 3:18, 3:29, 3:35, 3:37, 3:45, 3:49, 3:60, 3:64, 3:70, 3:71, 3:78, 3:89, 3:91, 3:94, 4:1, 4:4, 4:6 to 4:9, 4:11, 4:12, 4:16, 4:17, 4:22, 4:24, 4:25, 4:29, 4:30, 4:34, 4:36, 4:41, 4:42, 5:2, 5:5, 5:7 to 5:20, 5:31, 5:32, 5:40 to 5:42, 5:51, 5:56, 5:57, 5:62, 5:77 to 5:79, 5:82, 5:83, 5:86, 5:91, 6:5, 6:7, 6:16, 6:18 to 6:21, 6:26, 6:29, 6:33 to 6:35, 6:43, 6:45 to 6:48, 6:51, 6:54, 6:56, 6:62, 6:72, 6:77, 6:78, 6:82, 6:84, 6:93, 6:98, 6:101, 6:120 to 6:129, 7:2 to 7:4, 7:6 to 7:93, 7:95, 7:97 to 7:103, 7:105 to 7:117, 7A:4, 7A:5, 7A:10, 7A:15, 7A:17, 8:4 to 8:6, 8:8, 8:9, 8:13, 8:14, 8:19, 8:20, 8:23, 8:29, 8:31, 8:33, 8:38 to 8:40, 8:42 to 8:44, 8:46, 8:53, 8:57 to 8:59, 8:62, 8:64, 8:66, 8:67, 8:70, 8:72, 8:79, 8:81, 8:84, 8:85, 8:87 to 8:92, 8:94 to 8:96, 8:98 to

AGE DISCRIMINATION IN EMPLOYMENT ACT—Cont'd

8:102, 8:117, 8:120, 8:124,
8:127, 8:129, 8:131, 8:132,
8:136, 8:139, 8:140, 8:148,
8:160, 8:161, 8:166, 8:167,
8:176, 9:1, 9:2, 9:15, 9:16,
9:19, 9:21, 9:27, 9:29, 9:31,
9:32, 9:35, 9:36, 9:41, 10:2,
10:3, 10:12, 10:22, 10:39, 11:2,
11:28, 11:40, 11:66, 11:67,
11:69

Exhaustion of administrative remedies, 6:6, 6:91, 9:21, 9:39

Federal charge, 6:37

Firefighters, 3:2, 3:31, 4:12, 5:3, 5:6
to 5:8, 5:10, 5:11, 5:31, 7:60,
7:95, 8:126, 8:127, 10:11,
10:20, 10:22

Fringe benefits, 5:27, 5:31, 5:43,
6:25, 7:40, 8:10, 8:31, 8:36,
8:38, 8:71

Intent, 2:2, 2:4, 3:7, 3:37, 3:71, 3:73
to 3:76, 3:78, 3:84, 3:89 to
3:91, 3:94, 4:6, 4:8, 4:10, 4:12,
4:21, 4:25, 4:31, 4:37, 4:41,
5:1, 5:8, 5:9, 5:17 to 5:19, 5:25,
5:26, 5:31, 5:37, 5:52, 5:56,
5:59, 5:69, 5:76, 5:82, 5:87,
5:94, 5:95, 6:4, 6:5, 6:14, 6:22
to 6:24, 6:26, 6:31, 6:35, 6:43,
6:47, 6:53, 6:54, 6:56, 6:65,
6:82, 6:84, 6:88, 6:89, 6:94,
6:106, 6:123, 6:125, 6:128,
6:129, 7:2 to 7:7, 7:9, 7:12,
7:22, 7:27, 7:42, 7:44, 7:46,
7:47, 7:54 to 7:57, 7:59, 7:62,
7:64 to 7:66, 7:72 to 7:76, 7:81
to 7:83, 7:85 to 7:87, 7:89,
7:93, 7:97, 7:98, 7:101, 7:105,
7:106, 7:110 to 7:112, 7:114,
7:117, 7A:6, 7A:8, 8:8, 8:9,
8:57, 8:74, 8:78, 8:82, 8:87,
8:90, 8:95 to 8:97, 8:99, 8:101,
8:103, 8:108, 8:110, 8:144, 9:1,
9:2, 9:13, 9:16, 9:36, 9:39,
9:40, 9:43, 9:44, 9:46, 9:49,
9:58, 9:63, 9:65, 10:2, 10:3,
10:22, 10:39, 11:2, 11:28,
11:31, 11:60, 11:66, 11:68

AGE DISCRIMINATION IN EMPLOYMENT ACT—Cont'd

Intervention, 2:1, 3:25, 6:67, 6:97,
6:112, 6:113, 7:118, 7A:17,
8:138, 8:171

Investigations, 3:5, 3:58, 3:95, 6:98,
9:53

Jurisdiction, 2:4, 2:5, 3:1, 3:45, 3:56,
3:68, 3:70, 3:73, 3:76, 3:77,
3:81, 3:85, 3:89, 3:91, 5:11,
5:58, 5:59, 5:79, 5:82, 5:91,
6:2, 6:4, 6:7, 6:11, 6:12, 6:33,
6:52, 6:54, 6:58, 6:60 to 6:78,
6:90, 6:100, 6:103, 6:107,
6:110, 6:111, 6:113, 6:117,
6:119, 6:121, 7:64, 7A:1, 7A:2,
7A:5, 7A:15, 7A:17, 8:1, 8:7,
8:9, 8:110, 8:130, 8:131, 8:140,
8:161, 8:176, 9:17, 9:23, 9:28,
9:39, 9:43, 9:44, 9:52, 9:66,
10:3, 11:67

Labor organizations, 1:4, 2:1, 3:12,
3:46, 3:51, 3:54, 3:56, 3:68,
3:85 to 3:87, 4:1, 4:13, 4:20,
4:27, 4:29, 4:43, 4:44, 5:38,
5:56, 5:60, 6:31, 7:58, 7A:14,
8:143, 8:144, 8:146, 10:1

Law enforcement officers, 3:2, 3:31,
3:80, 5:3, 5:6 to 5:8, 5:10, 5:11,
5:31, 10:22

Letters of determination, 6:45

Notice, 3:16, 3:35, 3:65, 3:76, 3:86,
4:11, 4:14, 4:29, 4:43, 5:17,
5:36, 5:37, 5:39, 5:41, 5:59,
5:83, 6:1 to 6:11, 6:13, 6:15 to
6:19, 6:21, 6:22, 6:24, 6:27,
6:29, 6:31 to 6:36, 6:38, 6:43,
6:50, 6:52 to 6:56, 6:58, 6:59,
6:62, 6:79 to 6:86, 6:88 to 6:92,
6:102, 6:103, 6:106, 6:107,
6:120, 6:128, 7:17, 7:20, 7:26,
7:29, 7:30, 7:39, 7:86, 7:118,
7A:4, 7A:9, 7A:11, 8:15, 8:82,
8:85, 8:95, 8:135, 9:1, 9:2,
9:10, 9:11, 9:13, 9:16 to 9:18,
9:20, 9:21, 9:24, 9:28, 9:29,
9:35 to 9:37, 9:39, 9:40, 9:43 to
9:46, 9:48, 9:49, 10:2, 10:32,
11:28

Older Workers Benefit Protection
Act, 2:2, 4:12, 4:17, 4:23, 5:21

INDEX

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

to 5:30, 5:32, 5:34, 5:35, 5:44
to 5:47, 5:50, 5:52, 5:54, 5:56,
5:63 to 5:67, 5:71, 5:76, 5:77,
5:80, 5:82, 5:87, 6:98, 7A:11

Oral charges, 6:15

Parties, 2:1, 3:10, 3:14, 3:16, 3:18 to
3:20, 3:45, 3:51, 3:60, 3:84,
3:86, 3:87, 4:7, 4:12, 4:19,
5:10, 5:59, 5:63, 5:71, 5:72,
5:76, 5:80, 5:82, 5:91, 6:4 to
6:6, 6:9, 6:10, 6:18, 6:21, 6:27,
6:29, 6:30, 6:33, 6:36, 6:37,
6:44, 6:46, 6:47, 6:49, 6:51,
6:54, 6:56, 6:59, 6:67, 6:68,
6:71, 6:72, 6:78, 6:79, 6:83,
6:84, 6:86, 6:87, 6:92 to 6:95,
6:98, 6:104, 6:106, 6:109, 6:112
to 6:115, 6:117, 6:120 to 6:122,
6:125, 6:126, 6:128, 7:2, 7:6,
7:10, 7:13, 7:19, 7:27, 7:33,
7:37, 7:46, 7:49, 7:65, 7:81,
7:83, 7:84, 7:86, 7:87, 7:98,
7:105, 7:117, 7:118, 7A:1,
7A:2, 7A:5, 7A:6, 7A:8 to
7A:10, 7A:12, 7A:14 to 7A:17,
8:1, 8:8, 8:13, 8:21, 8:25, 8:28,
8:29, 8:57, 8:62, 8:67, 8:68,
8:71, 8:79, 8:104, 8:121, 8:122,
8:124 to 8:127, 8:132, 8:139,
8:151, 8:152, 8:155, 8:160,
8:161, 8:169, 8:170, 8:172,
8:176, 9:9, 9:13, 9:14, 9:16,
9:18, 9:19, 9:21, 9:28, 9:29,
9:39, 9:51, 9:54, 9:61, 10:11,
10:12, 10:39, 11:67

Pretext, 2:1, 3:81, 3:82, 4:4, 4:41,
5:20, 5:56, 5:58, 6:18, 6:77,
6:125, 6:129, 7:5 to 7:7, 7:9,
7:10, 7:13, 7:14, 7:17, 7:18,
7:20, 7:27, 7:30, 7:31, 7:34,
7:36, 7:37, 7:40, 7:41, 7:43,
7:50, 7:52, 7:55, 7:57, 7:59,
7:62, 7:65, 7:68, 7:71 to 7:76,
7:79, 7:81, 7:83, 7:86, 7:97,
7:98, 7:101, 7:102, 7:105 to
7:108, 7:110 to 7:112, 7:114,
7:116, 8:23, 8:85, 8:94, 9:41,
11:40, 11:67, 11:69

Private actions, 6:95, 7:118, 8:144

AGE DISCRIMINATION IN

EMPLOYMENT ACT—Cont'd

Private employers, 2:4, 3:71, 5:3,
6:55, 8:108, 8:151, 9:28, 9:41,
9:49, 9:63, 11:66

Profit-sharing, 3:36, 5:27, 5:31, 8:38

Public employers, 8:110

Referral agency, 6:12

Reports, 2:1, 3:18 to 3:20, 3:26,
3:87, 3:91, 4:23, 4:44, 5:16,
6:26, 6:82, 6:121, 7:46, 7:59,
7:74, 7:83, 7:105, 7:111, 9:1,
9:2

Retaliation, 2:1, 3:5, 3:6, 3:11, 3:12,
3:29, 3:76, 3:80 to 3:82, 3:91,
4:1, 4:3, 4:8, 4:13 to 4:26, 5:58,
5:81, 5:91, 6:5 to 6:8, 6:37,
6:115, 6:117, 7:3, 7:6, 7:9, 7:16,
7:20, 7:24 to 7:30, 7:34, 7:40,
7:46, 7:65, 7:66, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:23, 8:30,
8:67, 8:95, 8:96, 8:102, 8:104,
8:109, 8:111, 8:127, 8:129,
8:161, 8:176, 9:1, 9:2, 9:21,
9:28, 9:33, 9:42, 9:43, 9:51,
9:55, 9:58, 11:28, 11:66, 11:68

Retiree benefits, 3:12, 4:10, 5:37,
5:42, 5:44, 5:95

Seniority systems, 2:2, 4:44, 5:12,
5:54 to 5:56, 6:26

Service, 3:14, 3:17, 3:23, 3:28, 3:29,
3:36, 3:47, 3:69, 3:71, 3:73,
3:77, 3:86, 3:91, 4:5 to 4:7,
4:12, 4:14, 4:16, 4:29, 4:30,
4:36, 4:40 to 4:42, 5:3, 5:7, 5:8,
5:12, 5:17 to 5:20, 5:26, 5:28,
5:31, 5:32, 5:34, 5:35, 5:38 to
5:43, 5:51 to 5:53, 5:55, 5:56,
5:59, 6:6, 6:18, 6:23, 6:25,
6:27, 6:35, 6:47, 6:55, 6:62,
6:71, 6:76, 6:94, 6:113, 6:115,
6:118, 7:7, 7:23, 7:26, 7:28,
7:39, 7:46, 7:47, 7:49, 7:57,
7:70, 7:74, 7:76, 7:85, 7:86,
7:90, 7:96, 7:105, 7:106, 7:108,
7:112, 7A:6, 7A:9, 7A:13, 8:9,
8:12, 8:31, 8:35, 8:36, 8:67,
8:122, 8:127, 8:151, 8:160,
8:161, 8:163, 9:1 to 9:3, 9:6,
9:10, 9:27 to 9:29, 9:31, 9:35,
9:44, 9:54, 9:57, 10:2, 10:3,

**AGE DISCRIMINATION IN
EMPLOYMENT ACT—Cont'd**
 10:11, 10:20, 10:22, 10:39,
 11:11, 11:28, 11:64
 Statistical evidence, 5:42, 6:84,
 6:120, 6:122, 6:123, 7:11, 7:49,
 7:50, 7:55, 7:57, 7:59 to 7:63,
 7:65, 7:77, 7:87, 7:88, 7:90 to
 7:93, 7:95, 7:102, 7:110, 7:111
 Statutes of limitation, 6:53
 Subpoenas, 6:45, 6:100
 Terms, 2:1, 2:3, 3:10, 3:23, 3:24,
 3:28, 3:31, 3:36, 3:45, 3:54,
 3:56, 3:64, 3:66, 3:73, 3:78,
 3:81, 3:85 to 3:87, 3:91, 4:1,
 4:3, 4:5 to 4:7, 4:9, 4:10, 4:12,
 4:14, 4:16, 4:17, 4:20, 4:25,
 4:29, 4:30, 4:33, 4:35, 4:36,
 4:38, 4:40, 5:2, 5:5, 5:7, 5:8,
 5:11, 5:16, 5:18, 5:21, 5:22,
 5:24 to 5:29, 5:31, 5:32, 5:40,
 5:41, 5:44, 5:46, 5:49 to 5:51,
 5:54 to 5:56, 5:59, 5:60, 5:63 to
 5:65, 5:68, 5:71, 5:72, 5:76 to
 5:78, 5:80, 5:84, 5:87, 5:88,
 5:90, 6:5, 6:7, 6:21, 6:33, 6:35,
 6:38, 6:41, 6:43, 6:47, 6:62,
 6:74, 6:79, 6:82, 6:84, 6:91,
 6:107, 6:111, 6:113, 6:115,
 6:128, 7:3, 7:6, 7:10, 7:15,
 7:26, 7:28 to 7:30, 7:33, 7:43 to
 7:47, 7:63, 7:68, 7:76, 7:86,
 7:88 to 7:90, 7:93, 7:96, 7:102,
 7:108, 7:110, 7:118, 7A:1,
 7A:2, 7A:5, 7A:6, 7A:9 to
 7A:12, 7A:14, 7A:17, 8:1, 8:9,
 8:24, 8:44, 8:48, 8:78, 8:79,
 8:81, 8:82, 8:92, 8:96, 8:110,
 8:136, 8:142, 8:152, 8:155,
 8:161, 8:164, 8:170, 9:1 to 9:3,
 9:8, 9:10, 9:21, 9:36, 9:65,
 10:10, 10:12, 10:20, 10:26,
 10:28, 11:4, 11:26, 11:31, 11:43,
 11:60, 11:64, 11:66, 11:69
 Tolling, 6:1, 6:5, 6:9, 6:12, 6:15,
 6:18, 6:21, 6:27 to 6:36, 6:50,
 6:52, 6:54 to 6:57, 6:62, 6:74,
 6:80, 6:91, 6:94, 6:106, 8:24,
 8:44, 9:8, 9:10, 9:44, 9:48,
 11:28
 Training, 3:38, 3:64, 4:3, 4:8, 4:9,
 4:11, 4:24, 4:44, 5:12, 5:16,

**AGE DISCRIMINATION IN
EMPLOYMENT ACT—Cont'd**
 5:58, 5:94, 6:18, 6:29, 6:31,
 6:103, 6:104, 6:124, 7:3, 7:21,
 7:26, 7:30, 7:50, 7:63, 7:67,
 7:68, 7:86, 7:110, 8:43, 8:140,
 9:32, 11:60, 11:64
 Venue, 6:66, 6:113, 7:58, 7A:8, 9:52
 Willfulness, 3:94, 5:2, 5:60, 5:61,
 5:86, 6:62, 6:121, 6:128, 8:3,
 8:13, 8:72, 8:73, 8:76 to 8:78,
 8:80 to 8:87, 8:89 to 8:104,
 8:106, 8:117, 8:127, 8:161
AGENCIES
 Labor relations, 3:81, 3:89, 3:90
AGENTS
 Termination of employment, 7:46
AGGRIEVED INDIVIDUALS
 Parties, 2:1, 6:106
AIR TRAFFIC CONTROLLERS
 Mandatory retirement, 9:3, 10:15,
 10:20
AIRCRAFT
 Aliens, 3:45
ALABAMA
 Age discrimination, 6:15, 6:29, 6:39,
 7A:5, 7A:15, 8:9, 8:25, 8:67,
 8:134, 10:3, 10:19, 10:20,
 10:39, 11:70, 11:71
 Assignments, 10:39
 Compensation, 7A:15, 8:9, 8:25
 Conditions, 8:9, 10:19
 Constitutionality, 10:13, 10:20
 Employment practices, 6:15, 8:9
 Life insurance, 10:39
 Permits, 10:20
 Remedies, 6:29, 7A:5, 7A:15, 8:9,
 8:25, 8:67, 8:134, 10:3, 10:19,
 10:39
 State statutes, 11:70, 11:71
ALASKA
 Age Discrimination in Employment
 Act, 2:5, 8:29
 Age discrimination, 2:5, 8:29, 11:8,
 11:71
 Compensation, 8:29

INDEX

ALASKA—Cont'd

Complaints, 11:8
Costs, 8:29
Employment practices, 2:5
Enforcement, 11:8
Harassment, 11:8
Remedies, 2:5, 8:29, 11:8
State statutes, 2:5, 11:8, 11:71

ALIENS

Aircraft, 3:45
Appeals, 8:30, 9:3
Discrimination, 3:45, 8:30, 9:1, 9:3
Evidence, 3:45, 9:1
National Labor Relations Act, 8:30
Notice, 9:1
Review, 8:30

ALLOWANCES

Collective bargaining agreements, 9:65

AMERICANS WITH DISABILITIES ACT

Acceptance, 6:35, 8:7, 8:29
Accommodations, 8:9, 10:19, 11:60
ADD, 2:1, 7:81, 7:82, 11:2
Adverse employment action, 2:1, 7:25, 7:76, 7:81, 7:82, 11:2
Arbitration agreements, 3:78, 6:107, 6:113, 7:118, 7A:8
Arthritis, 11:60
Attendance, 8:62
Attorneys, 6:14, 6:113
Backpay, 6:113, 7A:8, 8:30
Bankruptcy, 6:109
Burden of proof, 6:14, 7:81, 8:66
Cancer, 8:7, 8:9, 10:19
Categories, 7:118
Compensatory damages, 6:107, 6:113, 7A:8, 9:33, 11:2, 11:60
Complaints, 3:81, 7:25, 7:76
Damages, 2:1, 3:78, 5:31, 6:107, 6:109, 6:113, 7:118, 7A:8, 8:7, 8:9, 8:29, 8:60, 8:62, 8:66, 9:33, 10:3, 10:19, 11:2, 11:60
Defenses, 2:1, 5:31, 5:81, 6:102
Depression, 6:35
Determination, 3:14, 3:18, 3:19, 3:89, 6:113, 6:115, 6:117, 7:118,

AMERICANS WITH DISABILITIES ACT—Cont'd

8:60, 8:62, 11:60
Disability, 2:1, 3:78, 5:81, 6:35, 6:77, 6:99, 6:107, 6:109, 6:113, 7:25, 7:39, 7:76, 7:82, 7:118, 7A:6, 7A:8, 8:9, 8:62, 10:19, 11:2, 11:60
Disability benefits, 7:25, 7:39
Discovery, 6:113
Discrimination, 2:1, 3:14, 3:18, 3:19, 3:60, 3:78, 3:81, 3:89, 5:31, 5:81, 6:14, 6:15, 6:23, 6:35, 6:77, 6:99, 6:102, 6:107, 6:109, 6:113, 6:115, 6:117, 7:25, 7:39, 7:58, 7:76, 7:81, 7:82, 7:118, 7A:4, 7A:6, 7A:8, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 9:33, 10:3, 10:19, 11:2, 11:60
Disparate impact, 2:1, 10:3
Documentation, 3:89
Employee Retirement Income Security Act, 3:14, 3:18, 7:25
Employers, 2:1, 3:19, 3:81, 3:89, 5:31, 5:81, 6:35, 7:76, 7:81, 8:9, 8:29, 8:30, 8:62, 10:3, 10:19, 11:60
Employment agencies, 2:1
Employment discrimination, 2:1, 3:81, 3:89, 6:99, 6:102, 6:107, 6:109, 6:113, 7:58, 7:76, 7:81, 7:82, 7A:4, 7A:6, 7A:8, 8:7, 8:9, 8:29, 10:3, 10:19, 11:60
Employment relationships, 3:60
Enforcement, 2:1, 5:31, 6:14, 6:15, 6:23, 6:35, 6:77, 6:99, 6:102, 6:107, 6:109, 6:113, 6:115, 6:117, 7:25, 7:118, 7A:8, 8:9, 10:3, 11:60
Epilepsy, 7:39
Equal Employment Opportunity Commission, 2:1, 3:78, 3:89, 6:14, 6:15, 6:35, 6:99, 6:102, 6:107, 6:109, 6:113, 6:115, 7:118, 7A:8, 8:30, 8:60, 9:33, 11:60
Estoppel, 6:15, 6:35, 6:115, 6:117, 7:39
Evidence, 2:1, 3:18, 3:60, 3:78, 3:89, 5:31, 6:35, 6:77, 7:25, 7:39,

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

7:58, 7:76, 7:81, 7:82, 7A:4,
8:9, 8:29, 8:62, 8:66, 10:3,
10:19, 11:2
Exclusions, 2:1
Failure to state a claim, 10:3
Fringe benefits, 5:31
Guidelines, 11:60
Hearing loss, 11:60
Hostile work environment, 8:30
Insurance, 2:1, 3:14, 3:18, 3:19,
5:81, 6:15, 6:35, 8:29
Job applicants, 9:33, 11:2, 11:60
Jury instructions, 8:29
Law enforcement personnel, 5:31
Leave policies, 3:18
Local governments, 2:1, 3:78, 5:31,
10:3
Major life activities, 11:60
Mental illness, 11:60
Mental impairment, 11:60
Misconduct, 6:35, 6:115, 6:117, 8:9,
8:29
National Labor Relations Board,
6:113
Notice, 6:15, 6:35, 6:102, 6:107,
7:39, 7:118, 7A:4
Parties, 2:1, 3:14, 3:18, 3:19, 3:60,
6:109, 6:113, 6:115, 6:117,
7:81, 7:118, 7A:6, 7A:8, 8:29,
8:62
Pregnancy, 7:76
Proceedings, 6:15, 6:23, 6:113,
6:115, 6:117, 7:81
Punitive damages, 6:107, 6:113,
7A:8, 11:2
Reasonable accommodation, 7:39,
10:19, 11:60
Rehabilitation act, 6:14, 6:23, 9:33,
11:60
Releases, 5:81
Religion, 2:1, 3:81, 7:58, 7:81, 11:2
Remedies, 2:1, 6:35, 6:99, 6:107,
6:109, 6:113, 6:117, 7A:4,
7A:8, 8:7, 8:9, 8:29, 8:30, 8:60,
8:62, 8:66, 10:3, 10:19
Request, 6:107, 6:113

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

Retaliation, 2:1, 3:81, 5:81, 6:115,
6:117, 7:25, 7:81, 7:82, 8:30,
9:33
Risk, 3:81, 6:15, 6:77, 7:81, 7:118,
10:3
Stress, 6:35
Substance abuse, 6:117
Substantially limits, 11:60
Subterfuge, 3:81, 5:31
Summary judgment, 2:1, 3:14, 3:18,
3:78, 5:31, 5:81, 6:15, 6:35,
6:77, 6:109, 6:115, 7:25, 7:39,
7:58, 7:81, 7:82, 8:9, 10:19
Treatment, 2:1, 3:14, 3:18, 3:89,
5:31, 6:15, 6:23, 6:115, 6:117,
7:25, 7:39, 7:58, 7:76, 7:81,
7:82, 8:7, 8:9, 8:29, 8:62, 10:19
Undue hardship, 8:9, 10:19, 11:60
Unions, 3:81, 7:58
Venue, 6:113, 7:58, 7A:8
Waivers, 5:31, 5:81, 7A:6

ANNUITIES

Distributions, 5:41

ANSWERS

Retaliation, 7:65, 7:97

ANTAGONISM

Front pay, 8:25, 8:28, 8:57, 8:67,
8:139

APPOINTMENT

Federal employment, 3:80

APPRAISAL

Performance appraisal, 7:40

ARBITRATION

Age Discrimination in Employment
Act, 2:4, 3:78, 3:86, 4:12, 4:17,
4:21, 4:27, 5:24, 5:82, 6:35,
6:53, 6:73, 6:95, 6:106, 6:107,
6:109, 6:111, 6:113, 6:115,
6:121, 7:118, 7A:1 to 7A:18,
8:13, 8:105, 8:129, 8:131,
8:151, 8:176
Age discrimination claims, 2:4, 3:86,
6:53, 6:95, 7A:1, 7A:5, 7A:9

INDEX

ARBITRATION—Cont'd

Agreements, 2:4, 3:78, 3:86, 4:12, 5:24, 5:82, 6:107, 6:111, 6:113, 7:118, 7A:1, 7A:2, 7A:5, 7A:7, 7A:8, 7A:10 to 7A:16, 7A:18, 8:129

Alternative dispute resolution, 7A:2, 8:151

Americans with Disabilities Act, 3:78, 6:35, 6:107, 6:109, 6:113, 6:115, 7:118, 7A:4, 7A:6, 7A:8

Appeal, 3:86, 6:109, 6:113, 6:121, 7:118, 8:176

Arbitration provisions, 5:82, 7A:5, 7A:6

Awards, 7:118, 7A:5, 7A:14, 7A:17, 7A:18, 8:13, 8:151, 8:176

Backpay, 6:113, 7A:8, 8:13, 8:151

Bias, 2:4, 4:12, 4:27

Binding arbitration, 3:78, 3:86, 6:107, 6:113, 7:118, 7A:7 to 7A:9

Class actions, 6:113, 7A:5, 7A:10, 7A:14

Collateral estoppel, 6:95, 6:115

Collective bargaining agreements, 2:4, 7A:1, 7A:11, 7A:13, 7A:15

Consideration, 7A:1, 7A:4, 7A:12, 7A:17

Contracts, 5:24, 5:82, 7A:1, 7A:2, 7A:5, 7A:7, 7A:10 to 7A:12, 7A:14, 7A:17

Costs, 4:12, 4:17, 7A:2, 7A:10, 7A:15, 8:13, 8:105, 8:129, 8:131, 8:151, 8:176

Defenses, 5:24, 5:82

Disclosure, 6:121

Discovery, 6:113, 6:121, 7A:5

Double recovery, 7A:18

Evidence, 2:4, 3:78, 4:12, 4:17, 5:82, 6:35, 6:121, 7A:4, 7A:5, 7A:10, 7A:15, 7A:17, 8:13, 8:129, 8:131, 8:176

Federal Arbitration Act, 5:82, 6:107, 6:113, 7:118, 7A:1, 7A:4, 7A:5, 7A:12, 7A:14, 7A:17, 8:176

Hearings, 6:113

Judicial review, 7A:14, 7A:17, 8:176

Jurisdiction, 2:4, 5:82, 6:73, 6:107, 6:111, 6:113, 6:121, 7A:1, 7A:2,

ARBITRATION—Cont'd

7A:5, 7A:15, 7A:17, 8:131, 8:176

Liquidated damages, 6:95, 6:109, 6:113, 6:121, 7A:5, 7A:14, 8:13, 8:105, 8:176

Litigation, 3:86, 6:95, 6:106, 6:107, 6:113, 6:115, 6:121, 7:118, 7A:2, 7A:3, 7A:9, 7A:15, 7A:17, 8:105, 8:151

Motion to compel, 3:86, 6:121, 7A:5, 7A:10, 7A:12

Process, 4:27, 5:82, 6:35, 6:73, 6:95, 6:107, 6:109, 6:113, 6:115, 6:121, 7:118, 7A:1, 7A:2, 7A:4, 7A:10, 7A:13 to 7A:15, 7A:18, 8:176

Qualification, 3:86, 4:12, 4:17, 7A:9

Reasonableness, 7:118

Remedies, 2:4, 6:35, 6:53, 6:106, 6:107, 6:109, 6:113, 7A:1, 7A:4, 7A:5, 7A:8, 7A:11, 7A:15 to 7A:17, 8:13, 8:105, 8:129, 8:131, 8:151, 8:176

Res judicata, 6:95, 6:109, 6:115, 7:118, 7A:4, 8:129

Res judicata and collateral estoppel, 6:95

Standard of review, 8:176

Subject matter jurisdiction, 2:4, 6:113

Title VII, 4:17, 4:27, 5:82, 6:95, 6:107, 6:109, 6:111, 6:113, 6:115, 6:121, 7:118, 7A:1, 7A:2, 7A:4, 7A:5, 7A:8, 7A:11, 7A:12, 7A:16 to 7A:18, 8:129, 8:151

Voluntariness, 7A:11

Waiver, 4:12, 4:17, 5:24, 5:82, 6:73, 6:111, 7A:1, 7A:4, 7A:6, 7A:7, 7A:11, 7A:12

Written awards, 7A:5

ARIZONA

Age Discrimination in Employment Act, 6:103, 7:65, 10:12, 11:70

Age discrimination, 6:103, 7:65, 10:12, 11:70, 11:71

Compensation, 7:65

Conciliation, 6:103

ARIZONA—Cont'd

Evidence, **7:65, 10:12**
 Harassment, **6:103**
 Mandatory retirement, **10:12**
 Notice, **6:103**
 Reasonable cause determination,
6:103
 State statutes, **11:70, 11:71**
 Terms, **10:12**

ARKANSAS

Age Discrimination in Employment
 Act, **7:110, 7A:4, 7A:5, 8:139**
 Age discrimination, **7:110, 7A:4,**
7A:5, 8:139, 11:71
 At-will employment, **10:37**
 Employment practices, **7:110**
 Judicial remedies, **7A:4, 7A:5**
 Notice, **7A:4**
 Race discrimination, **7A:4**
 Railroad employees, **7A:5**
 Remedies, **7A:4, 7A:5, 8:139**
 State statutes, **11:71**
 Termination of employment, **7A:5**
 Terms, **7:110, 7A:5**

ASSISTANCE

National Labor Relations Board, **5:82**

ASSOCIATIONS

Unions, **3:81, 3:85, 5:58**

AT-WILL EMPLOYMENT

Breach of contract, **10:32, 10:37,**
10:38
 Defined, **10:33, 10:38**
 Fair dealing, **10:38**
 Good faith, **10:38**
 Perjury, **10:32**
 Public policy exception, **10:32, 10:33**
 Sexual advances, **10:38**

ATTITUDE

Discipline, **7:83**
 Termination of employment, **7:26**

ATTORNEYS

Discovery, **4:25, 6:113, 6:121, 8:163,**
8:171

BACKPAY

Americans with Disabilities Act,
6:113, 7A:8, 8:30
 Class actions, **6:113**
 Computation, **5:40, 8:122**
 Defenses, **5:40**
 Front pay, **8:13, 8:53**
 Interest, **5:40, 6:112, 6:113, 7A:8,**
8:6, 8:112, 8:114, 8:115, 8:122,
8:175, 9:59
 Liquidated damages, **6:112, 6:113,**
8:6, 8:13, 8:112, 8:114, 8:115,
8:175
 Prejudgment interest, **8:6, 8:112,**
8:114, 8:115, 8:122, 8:175
 Reasonable diligence, **8:53**
 Termination of employment, **7:26**
 Title VII, **6:112, 6:113, 7:3, 7:26,**
7A:8, 8:21, 8:26, 8:30, 8:112,
8:122, 8:151, 8:175, 9:41, 9:59

BANKRUPTCY

Arbitration, **6:109**
 Automatic stay, **6:109**
 Back pay, **6:109**
 Resources, **6:109**
 Simplified employee pensions, **3:36**

BAR

National Labor Relations Board,
6:113, 7:46

BENEFICIARIES

Employee Retirement Income Secu-
 rity Act, **7:90**

BENEFITS

Computers, **7:55**
 Transportation, **3:51, 3:76, 7:106,**
7:109, 7A:10, 8:12, 11:29
 Uniforms, **8:31**

**BONA FIDE EMPLOYEE BENEFIT
 PLANS**

Seniority systems, **2:2, 5:54**

**BONA FIDE OCCUPATIONAL
 QUALIFICATIONS**

Business Necessity, **5:15**
 Evidence, **5:14, 5:15, 5:19**
 National origin, **5:14**
 Race, **5:14**

INDEX

BONA FIDE OCCUPATIONAL QUALIFICATIONS—Cont'd

Religion, **5:14**
Title VII, **5:14**

BUSINESS JUDGMENT

Age Discrimination in Employment
Act, **7:50, 7:65, 7:74, 7:105,**
7:114

BUSINESS NECESSITY

Evidence, **4:42, 5:15, 5:16, 5:20,**
6:26, 7:87 to 7:90
Retirement plans, **5:1, 5:52**
Summary judgment, **5:16, 5:20, 7:87,**
7:90

BUYERS

Compensation, **8:29**

CALIFORNIA

Age Discrimination in Employment
Act, **2:1, 2:5, 3:28, 3:72, 5:18,**
5:20, 5:40, 5:47, 5:52, 5:55,
5:61, 6:5, 6:53, 6:89, 6:125,
7:13, 7:20, 7:87, 7:88, 7:92,
7A:10, 8:55, 8:87, 8:104, 8:122,
8:124, 10:22, 10:39, 11:26,
11:69
Age discrimination, **2:1, 2:5, 3:28,**
3:72, 5:18, 5:20, 5:40, 5:47,
5:52, 5:55, 5:61, 6:5, 6:53,
6:89, 6:125, 7:13, 7:20, 7:87,
7:88, 7:92, 7A:10, 8:55, 8:87,
8:104, 8:122, 8:124, 10:22,
10:34, 10:36, 10:38, 10:39,
11:26, 11:34, 11:69, 11:71
Assignments, **6:125, 8:104, 10:39**
At-will employment, **10:38**
Compensation, **2:1, 5:18, 5:20, 8:55,**
10:34, 10:36
Complaints, **6:5, 6:89, 6:125**
Conciliation, **6:5, 6:89**
Conditions, **2:1, 5:18**
Contractors, **7A:10, 11:69**
Court proceedings, **7A:10**
Credits, **11:26**
Dispute, **5:47, 5:52, 6:5, 6:89,**
7A:10, 10:22, 10:39
Employment agencies, **2:1**

CALIFORNIA—Cont'd

Employment practices, **2:1, 2:5, 6:5,**
6:89, 7:87, 11:69
Equal pay, **2:1**
Equipment, **7:88**
Evidence, **2:1, 5:18, 5:20, 5:40, 6:5,**
6:125, 7:13, 7:20, 7:87, 7:88,
7:92, 7A:10, 8:87, 8:124, 10:22,
10:34, 10:39, 11:69
Exemptions, **2:1, 5:18, 5:20, 5:40,**
5:47, 5:52, 5:55, 5:61
Family leave, **10:34**
Harassment, **6:5**
Health, **2:1, 5:18, 5:20, 6:125, 7:13,**
8:104
Hearings, **10:36**
Hiring practices, **2:1**
Insurance premiums, **8:104**
Layoffs, **2:1, 5:52**
Life insurance, **6:89, 8:104, 10:39**
Mandatory retirement, **7:88, 10:36**
Medical benefits, **5:20**
Notice, **6:5, 6:53, 6:89, 7:20**
Penalties, **5:18**
Permits, **3:72, 5:47, 6:89, 7:92, 8:87,**
10:22
Privileges of employment, **2:1**
Remedies, **2:1, 2:5, 6:5, 6:53, 6:89,**
8:55, 8:87, 8:104, 8:122, 8:124,
10:34, 10:38, 10:39
Sex discrimination, **10:22**
Sick leave, **5:52**
State statutes, **2:5, 11:26, 11:34,**
11:69, 11:71
Termination of employment, **10:38**
Terms, **2:1, 3:28, 5:18, 5:40, 5:55,**
6:5, 7:88, 7A:10, 10:36, 11:26,
11:69
Transfers, **2:1**
Unemployment compensation, **8:55**

CAUSATION

Retaliation, **2:1, 3:91, 4:1, 4:22, 7:3,**
7:24, 7:27, 7:81 to 7:83, 7:107,
9:2, 11:66
Statistics, **2:1, 7:59, 7:62, 7:87, 7:91,**
7:95, 7:114
Title VI, **11:40**

CAUSATION—Cont'd

Title VII cases, **2:1, 3:91, 7:79, 7:81, 7:87, 7:91, 7:107, 9:41, 11:40**

CHARGES

Collective bargaining agreements, **6:45**

CHILD LABOR

Defense, **5:12**
Evidence, **5:12**
First Amendment, **10:25**
Goods, **10:25**
Manufacturing, **10:25**
Performing, **10:24**
Permits, **5:12**
Remedies, **10:26**
Service, **5:12**
Shipment of goods, **10:25**
Waivers, **5:12**

CHURCHES

National Labor Relations Act, **3:81**

CIRCUMSTANTIAL EVIDENCE

Discipline, **5:57, 6:123, 7:23, 7:32, 7:74, 7:83**
Evidence, **4:41, 5:20, 5:57, 6:62, 6:123, 6:124, 7:2, 7:6 to 7:77, 7:79, 7:81, 7:83 to 7:86, 7:97, 7:101, 7:105, 7:107, 7:114, 7:115, 8:87, 8:102, 9:1, 9:41**
National Labor Relations Board, **7:46**
Termination of employment, **7:26, 7:46, 7:75**

CIVIL ACTIONS

Age Discrimination in Employment Act, **6:66, 6:95, 6:110, 8:129, 9:39, 9:44, 9:46**

CIVIL RIGHTS

National Labor Relations Board, **5:82, 6:113, 7:46, 8:122**
Railway Labor Act, **5:2**
Unions, **3:81, 4:26, 6:112, 7:2, 7:58, 7A:1, 7A:2, 7A:5, 8:130**

CIVIL RIGHTS ACT

Arbitration agreements, **5:82, 6:107, 6:111, 6:113, 7A:1, 7A:2, 7A:5, 7A:8, 7A:11, 7A:12**

CIVIL RIGHTS ACT—Cont'd

Employment agencies, **2:1, 3:12, 3:88, 4:13, 7:2**
Employment practices, **2:1, 4:23, 5:16, 6:14, 6:15, 6:23, 6:107, 6:113, 6:126, 7:62, 7:89, 7:91, 7A:8, 7A:17, 11:43, 11:64, 11:69**

CLAIMS

Labor-Management Reporting and Disclosure Act, **6:112**
National Labor Relations Act, **2:4, 3:81, 3:86, 3:90, 5:82, 7:58, 7A:9, 8:30, 10:2**

CLASS ACTIONS

ADEA actions, **6:84**
Adequacy of representation, **6:84**
Administrative charge, **6:89**
Age Discrimination in Employment Act, **5:81, 6:78 to 6:81, 6:84, 6:89, 6:113, 7:77, 7:78, 7A:5, 7A:10, 7A:14, 8:2, 9:53**
Age discrimination, **5:81, 6:78 to 6:81, 6:84, 6:89, 6:113, 7:77, 7:78, 7A:5, 7A:10, 7A:14, 8:2, 9:53**
Appeal, **5:81, 6:84, 6:113, 9:53**
Arbitration, **6:113, 7A:5, 7A:10, 7A:14**
Attorneys, **6:113**
Burden of proof, **6:84, 7:77**
Certification, **6:78, 6:80, 6:81, 6:84, 9:53**
Commonality, **6:84**
Discovery, **6:78, 6:79, 6:84, 6:113, 7:77, 7A:5**
Disparate treatment, **7:77, 7:78**
Evidence, **6:78, 6:84, 7:77, 7:78, 7A:5, 7A:10**
Hearings, **6:113**
Intervention, **6:113**
Jurisdiction, **6:78, 6:113, 7A:5**
Membership, **6:80**
Motion for certification, **6:84**
Notice, **6:79 to 6:81, 6:84, 6:89**
Numerosity, **6:84**
Potential class members, **6:81, 6:84**

INDEX

CLASS ACTIONS—Cont'd

Putative class members, **6:78, 6:80, 6:84**
Representation, **6:79, 6:84, 6:89, 6:113, 7A:5**
Requirements, **6:78, 6:79, 6:81, 6:84, 6:113, 7A:10, 7A:14, 9:53**
Review, **7A:10, 7A:14**
Settlement, **5:81, 6:79, 6:113**
Structure, **6:80, 7A:10**
Supreme Court Decisions, **7:78, 7A:14**
Title VII, **5:81, 6:89, 6:113, 7:77, 7:78, 7A:5**
Typicality, **6:84**

COERCION

Discrimination, **5:51, 5:67, 5:80, 6:35, 7A:8**

COLLECTIVE BARGAINING

Agreement, **2:1, 3:2, 3:7, 3:86, 3:91, 4:6, 4:12, 4:17, 4:21, 4:22, 4:27, 4:30, 4:31, 5:28, 5:31, 5:40, 5:43, 5:52, 5:56, 5:59, 5:82, 6:35, 7:58, 7:66, 7A:1, 7A:2, 7A:4, 7A:6, 7A:9, 7A:11, 7A:12, 7A:15, 7A:17, 8:79, 8:127, 9:22, 9:65, 10:11, 10:27**
Americans with Disabilities Act, **2:1, 5:31, 6:35, 7:58, 7A:4, 7A:6**
Bankruptcy, **5:40**
Bargaining unit, **3:86, 7:58, 7A:4, 7A:9**
Disabilities, **2:1, 5:31, 6:35, 7:58, 7A:4, 7A:6**
Fair representation, **3:85, 3:86, 7:58**
Good faith, **4:17, 4:21, 4:22, 7:66, 8:79**
Negotiations, **6:35**
Remedies, **2:1, 2:4, 6:35, 7A:1, 7A:4, 7A:11, 7A:15, 7A:17, 8:79, 8:127**
Waiver, **4:12, 4:17, 5:82, 7A:1, 7A:4, 7A:6, 7A:11, 7A:12, 9:65**

COLLECTIVE BARGAINING AGREEMENTS

Access, **6:45, 7A:15**
Allowances, **9:65**
Amendment, **2:4, 3:31**

COLLECTIVE BARGAINING AGREEMENTS—Cont'd

American Arbitration Association, **7A:13**
Arbitration, **2:4, 7A:1, 7A:11, 7A:13, 7A:15**
Awards, **9:65**
Benefits, **5:38**
Business, **2:4, 5:59**
Changes, **3:31, 5:38**
Committees, **3:31**
Compensation, **7A:15**
Damages, **2:4, 7A:11**
Date, **3:31, 5:38**
Description, **3:31, 6:45**
Determinations, **7A:11**
Discipline, **7A:1**
Duties, **6:45**
Evidence, **2:4, 6:45, 7:19, 7A:15**
Federal Mediation and Conciliation Service, **7A:13**

COLORADO

Age Discrimination in Employment Act, **5:80, 6:79, 6:84, 7A:15, 10:39**
Age discrimination, **5:80, 6:79, 6:84, 7A:15, 10:39, 11:39, 11:71**
Appeals, **5:80, 6:79, 6:84, 10:39, 11:39**
Assignments, **10:39**
Compensation, **5:80, 7A:15**
Conditions, **5:80**
Disclosures, **5:80**
Dispute, **5:80, 6:84, 7A:15, 10:39**
Evidence, **6:84, 7A:15, 10:39, 11:39**
Exemptions, **5:80**
Insurance, **6:84, 10:39**
Life insurance, **6:84, 10:39**
Mediation, **7A:15**
Negligence, **10:39**
Notice, **6:79, 6:84**
Remedies, **7A:15, 10:39**
State statutes, **11:39, 11:71**
Terms, **5:80, 6:79, 6:84**

COMBINATION

Unions, **3:72, 4:6**

COMMENCEMENT

National Labor Relations Board,
6:113

COMMITTEES

Collective bargaining agreements,
3:31

COMMON LAW

Social security, 3:16, 8:39, 10:34

COMPENSATION

ADEA, 2:1, 3:10, 3:18, 3:20, 3:36,
3:47, 3:56, 3:66, 3:87, 3:88,
4:1, 4:3, 4:5, 4:6, 4:9, 4:10,
4:28, 4:41, 4:44, 5:8, 5:16,
5:18, 5:20 to 5:22, 5:24, 5:26,
5:27, 5:31, 5:56, 5:77, 5:80,
6:7, 6:14, 6:21, 6:23, 6:31,
6:55, 6:71, 6:94, 6:117, 7:6,
7:22, 7:26, 7:30, 7:46, 7:62,
7:65, 7:70, 7:83, 7:90, 7:96,
7:118, 7A:6, 7A:15, 8:1, 8:9,
8:13, 8:26, 8:29, 8:31, 8:33,
8:43, 8:47 to 8:49, 8:55, 8:57,
8:60, 8:62, 8:70 to 8:72, 8:108,
8:110, 8:113, 8:120, 8:144,
8:168, 8:171, 8:172, 9:1, 10:2,
10:34, 10:36, 11:43, 11:60
Americans With Disabilities Act, 2:1,
3:18, 5:31, 6:14, 6:23, 6:117,
7:118, 7A:6, 8:9, 8:29, 8:60,
8:62, 11:60
Buyers, 8:29
Defenses, 2:1, 5:8, 5:16, 5:18, 5:20
to 5:22, 5:24, 5:26, 5:27, 5:31,
5:56, 5:77, 5:80, 7:46
Discrimination, 2:1, 3:10, 3:18, 3:20,
3:36, 3:47, 3:56, 3:66, 3:87,
3:88, 4:1, 4:3, 4:5, 4:6, 4:9,
4:10, 4:28, 4:41, 4:44, 5:8,
5:16, 5:18, 5:20 to 5:22, 5:24,
5:26, 5:27, 5:31, 5:56, 5:77,
5:80, 6:7, 6:14, 6:21 to 6:23,
6:31, 6:55, 6:71, 6:94, 6:117,
7:6, 7:22, 7:26, 7:30, 7:46,
7:62, 7:65, 7:70, 7:83, 7:90,
7:96, 7:118, 7A:6, 7A:15, 8:1,
8:9, 8:13, 8:25, 8:26, 8:29,
8:31, 8:33, 8:43, 8:47 to 8:51,
8:55 to 8:57, 8:60, 8:62, 8:70 to
8:72, 8:108, 8:110, 8:113,

COMPENSATION—Cont'd

8:120, 8:121, 8:144, 8:157,
8:162, 8:168, 8:171, 8:172, 9:1,
10:2, 10:34 to 10:36, 11:43,
11:44, 11:60

Drivers, 3:18

ERISA, 3:10, 3:18, 4:41, 5:20, 5:21,
5:27, 7:90

Establishment, 6:22, 7:26, 9:1, 10:2

Family and Medical Leave Act,
6:117, 8:9, 8:43

FMLA, 6:117, 8:9, 8:43, 10:34

Grandfathering, 10:34

Inspectors, 5:77

Intent to discriminate, 4:41, 5:26,
5:31

Longevity, 4:3, 5:27, 8:62, 8:70

Managers, 4:3, 5:16, 5:77, 5:80,
6:31, 7:62, 7:65, 7:83, 7:90

OWBPA, 5:21, 5:22, 5:24, 5:26,
5:27, 5:31, 5:56, 5:77, 5:80

Pharmacists, 7:30

Seniority system, 5:24, 5:56, 6:21

Service, 3:36, 3:47, 4:5, 4:6, 4:41,
5:8, 5:18, 5:20, 5:26, 5:31,
5:56, 6:23, 6:55, 6:71, 6:94,
7:26, 7:46, 7:70, 7:90, 7:96,
7A:6, 8:9, 8:31, 9:1, 10:2,
10:35, 11:44

Sex discrimination, 5:56, 8:9

State laws, 10:34

Supervisors, 4:3, 5:16, 6:22, 7:26,
7:30, 7:46, 7:118

Teachers, 4:5, 4:6, 4:9, 5:26, 5:31

Title VII, 2:1, 3:18, 3:56, 3:87, 3:88,
4:28, 5:16, 5:20, 5:56, 5:80,
6:22, 6:23, 6:55, 6:117, 7:6,
7:26, 7:30, 7:46, 7:62, 7:65,
7:83, 7:90, 7:118, 8:1, 8:26,
8:29, 8:57, 8:62, 8:120, 8:162,
9:1, 10:34, 11:60

COMPLAINTS

Americans with Disabilities Act,
3:81, 7:25, 7:76

Federal employment, 3:81

Parties, 6:4, 6:5, 6:37, 6:84, 6:120,
6:125, 6:126, 7:27, 7:49, 7:83,
9:9, 9:14, 9:16, 9:18, 9:19,
9:21, 9:28, 9:29, 9:39, 11:13

INDEX

COMPLAINTS—Cont'd

Relief, 6:37, 6:62, 6:84, 7:3, 9:18,
9:19, 9:21, 9:29, 9:39, 11:6,
11:57
Retaliation, 3:81, 4:23, 4:26, 6:5,
6:37, 7:3, 7:25 to 7:27, 7:30,
7:83, 7:97, 9:21, 9:28, 11:6
Right-to-sue letter, 6:5
Subject matter jurisdiction, 3:81,
9:28, 9:39
Title VII cases, 3:81, 6:5, 6:37,
6:126, 7:26, 9:28

COMPLIANCE

Labor Management Relations Act,
5:59
Unions, 4:6, 5:59

COMPUTERS

Benefits, 7:55

CONCILIATION

Enforcement, 4:14, 6:2, 6:5 to 6:7,
6:9 to 6:11, 6:15, 6:36, 6:45,
6:47 to 6:50, 6:54, 6:58 to 6:60,
6:71, 6:89 to 6:91, 6:99, 6:102
to 6:104, 6:106, 6:121, 6:126,
6:127, 7A:2, 7A:5, 8:108,
8:110, 9:1, 9:39, 9:63, 11:66
Equal Employment Opportunity
Commission, 4:14, 4:15, 6:2,
6:5, 6:6, 6:9, 6:15, 6:36, 6:45,
6:47 to 6:49, 6:54, 6:58 to 6:60,
6:89, 6:91, 6:99, 6:102 to
6:104, 6:106, 6:121, 6:126,
6:127, 9:1, 9:39, 9:45

CONFIDENTIALITY

Age Discrimination in Employment
Act, 4:22, 6:48, 6:121, 7:74,
9:11
Equal Employment Opportunity
Commission, 4:22, 6:48, 6:121

CONGRESS

Fair Labor Standards Act, 2:3, 3:26,
3:74, 3:81, 3:89, 5:3, 5:59,
6:31, 6:53, 6:64, 6:84, 6:106,
6:112, 6:113, 7:78, 7A:1, 8:30,
8:74, 8:78, 8:81, 8:108, 8:144,
8:155, 8:173, 9:2, 9:46, 9:54,
9:63, 9:66, 10:22, 10:25

CONNECTICUT

Administrators, 7:27
Age Discrimination in Employment
Act, 3:84, 5:19, 6:120, 7:27,
7:87, 7:91
Age discrimination, 3:84, 5:19,
6:120, 7:27, 7:87, 7:91, 10:38,
11:71
Appeals, 5:19, 6:120, 7:27, 10:38
At-will employment, 10:38
Bona fide occupational qualifications,
5:19
Complaints, 6:120, 7:27
Conditions, 6:120
Employment practices, 7:87, 7:91
Evidence, 5:19, 6:120, 7:27, 7:87,
7:91
Executives, 5:19, 7:27
Exemptions, 5:19
Harassment, 7:27
Health, 5:19
Health insurance, 5:19
Judicial remedies, 3:84
Mandatory retirement, 3:84
Notice, 6:120
Remedies, 3:84, 7:27, 10:38
State statutes, 11:71
Termination of employment, 10:38

CONSIDERATION

Settlements, 2:1, 5:76, 6:128
Termination of employment, 7A:12

CONSPIRACY

Section 1985, 11:68

CONSTRUCTIVE DISCHARGE

Resignation, 4:11, 5:51, 7:26, 7:44 to
7:46

CONTINUING VIOLATIONS

Age Discrimination in Employment
Act, 6:22, 8:29, 9:44
Jurisdiction, 9:44

CONTRACTORS

California, 7A:10, 11:69

CORRELATION

Statistics, 7:59, 7:91

COSTS AND EXPENSES

Benefits, 5:68

COURTS

Collective bargaining agreements,
2:4, 3:31, 5:59, 7A:11, 7A:15
Labor relations, 2:4, 3:56, 3:64, 3:66,
3:81, 3:86, 3:89, 3:90, 5:82,
6:113, 7:33, 7:46, 7:102, 7A:9,
8:30, 8:122, 10:2

COVERAGE

Medical benefits, 4:41, 5:20, 5:45

COWORKERS

Retaliation, 7:26, 7:30, 7:40, 7:83

CRIMINAL PENALTIES

Age Discrimination in Employment
Act, 8:78

DAMAGES

Accommodation, 8:9, 10:19, 11:60
Accrual period, 8:15, 8:16, 8:29
Age discrimination, 2:1, 2:4, 2:5,
3:76, 3:78, 3:86, 3:91, 3:94,
3:95, 4:11, 5:1, 5:3, 5:31, 5:61,
5:80, 5:82, 5:86, 5:87, 5:91,
5:92, 6:26, 6:48, 6:62, 6:69,
6:71, 6:73 to 6:75, 6:94, 6:95,
6:107, 6:109, 6:112, 6:113,
6:121, 6:128, 6:129, 7:3, 7:26,
7:27, 7:64, 7:77, 7:90, 7:118,
7A:5, 7A:8, 7A:9, 7A:11,
7A:14, 8:1 to 8:7, 8:9 to 8:21,
8:23 to 8:26, 8:29, 8:31 to 8:36,
8:38 to 8:44, 8:46 to 8:48, 8:53
to 8:55, 8:57 to 8:117, 8:119 to
8:121, 8:124, 8:126 to 8:128,
8:131, 8:132, 8:136, 8:140,
8:142 to 8:145, 8:147, 8:148,
8:161, 8:165, 8:168, 8:171,
8:173, 8:175, 8:176, 9:11, 9:13,
9:31 to 9:33, 9:41, 9:57, 9:60,
9:61, 9:63, 10:3, 10:19, 10:32,
10:34, 10:38, 11:2, 11:6, 11:8,
11:34, 11:37, 11:43, 11:52,
11:60, 11:63, 11:66, 11:68,
11:69

Agency principles, 3:91

Americans with Disabilities Act, 2:1,
3:78, 5:31, 6:107, 6:109, 6:113,
7:118, 7A:8, 8:7, 8:9, 8:29,

DAMAGES—Cont'd

8:60, 8:62, 8:66, 9:33, 10:3,
10:19, 11:2, 11:60

Arbitration awards, 7A:14, 8:176

Backpay, 6:112, 6:113, 7:3, 7:26,
7A:8, 8:6, 8:13, 8:14, 8:21,
8:26, 8:53, 8:112, 8:114, 8:115,
8:175, 9:41

Benefits, 2:1, 3:76, 4:11, 5:1, 5:31,
5:80, 5:82, 5:86, 5:87, 6:71,
6:73, 6:75, 6:94, 6:95, 6:107,
6:109, 6:112, 6:113, 7:26, 7:90,
8:6, 8:9, 8:10, 8:12, 8:13, 8:29,
8:31 to 8:36, 8:38, 8:39, 8:47,
8:53 to 8:55, 8:62, 8:64, 8:67,
8:69 to 8:71, 8:75, 8:85, 8:98,
8:104 to 8:106, 8:117, 8:121,
8:124, 8:148, 9:32, 10:38,
11:43, 11:60, 11:63

Common law principles, 8:1

Compensation, 2:1, 5:31, 5:80, 6:71,
6:94, 7:26, 7:90, 7:118, 8:1, 8:9,
8:13, 8:25, 8:26, 8:29, 8:31,
8:33, 8:43, 8:47, 8:48, 8:55,
8:57, 8:60, 8:62, 8:70 to 8:72,
8:108, 8:110, 8:113, 8:120,
8:121, 8:144, 8:168, 8:171,
10:34, 11:43, 11:60

Computation, 8:10, 8:16, 8:17, 8:20,
8:23, 8:29, 8:31, 8:33, 8:39,
8:57, 8:62, 8:65, 8:67, 8:70,
8:104, 8:121, 9:31

Defined, 3:94, 4:11, 5:31, 5:80, 5:82,
6:75, 6:128, 7:26, 8:62, 8:73,
8:77, 8:90, 8:93, 8:98, 8:148,
8:176, 10:38, 11:60, 11:63,
11:68, 11:69

Disability discrimination, 2:1, 7:26,
8:9, 10:19

Emotional distress, 6:69, 6:71, 6:129,
8:1, 8:11, 8:41, 8:86, 8:108,
8:109, 8:111, 9:63, 10:38

Employment discrimination, 2:1,
3:86, 4:11, 5:82, 6:62, 6:94,
6:95, 6:107, 6:109, 6:112,
6:113, 6:121, 6:128, 7:26, 7A:5,
7A:8, 7A:9, 7A:14, 8:1, 8:7,
8:9, 8:12, 8:13, 8:24, 8:25,
8:29, 8:39, 8:40, 8:44, 8:46,
8:57, 8:61, 8:112, 8:126, 8:127,
8:136, 8:140, 8:142, 10:3,

INDEX

DAMAGES—Cont'd

10:19, 10:25, 10:32, 10:34,
10:38, 11:8, 11:34, 11:43, 11:60,
11:63, 11:66, 11:68, 11:69
Expert witnesses, 8:173
Family and Medical Leave Act, 8:9,
8:35, 8:43, 8:81, 8:106
Federal government, 2:5, 3:78, 7:3,
7:90, 8:1, 8:7, 8:13 to 8:21,
8:23 to 8:26, 8:29, 8:31 to 8:36,
8:38 to 8:44, 8:46 to 8:48, 8:53
to 8:55, 8:57 to 8:117, 8:119 to
8:121, 8:124, 8:126 to 8:128,
8:131, 8:132, 8:136, 8:140,
8:161, 8:165, 8:168, 8:171,
8:173, 8:175, 9:31, 9:33, 9:41,
9:57, 11:6, 11:34, 11:63
Fringe benefits, 5:31, 8:10, 8:31,
8:36, 8:38, 8:71
Front pay, 4:11, 6:75, 7A:14, 8:1 to
8:3, 8:5, 8:10, 8:12, 8:13, 8:19,
8:20, 8:25, 8:29, 8:31, 8:33,
8:38, 8:39, 8:44, 8:53, 8:57 to
8:71, 8:104, 8:124, 8:131,
8:132, 8:136, 8:140, 8:161,
9:32, 9:61
Government employers, 5:3, 5:31
Intentional discrimination, 6:107,
7:77, 8:89, 8:93, 8:98, 11:43
Labor-Management Reporting and
Disclosure Act, 6:112
Liquidated damages, 2:5, 3:94, 5:61,
5:86, 6:62, 6:69, 6:71, 6:75,
6:94, 6:95, 6:109, 6:112, 6:113,
6:121, 6:128, 7A:5, 7A:14, 8:1,
8:3, 8:6, 8:10, 8:11, 8:13, 8:29,
8:33, 8:60, 8:62, 8:67, 8:69,
8:72 to 8:108, 8:110, 8:112 to
8:117, 8:119 to 8:121, 8:124,
8:144, 8:161, 8:175, 8:176,
9:32, 9:63, 11:6
Medical expenses, 8:36, 8:104, 8:121
Mitigation obligation, 8:39, 8:40,
8:44, 8:46, 8:66
National Labor Relations Board,
3:86, 5:82, 6:113
Pensions, 2:1, 7:77, 8:34
Period, 2:1, 2:5, 5:31, 5:80, 5:82,
6:26, 6:48, 6:62, 6:94, 6:107,
6:129, 7:26, 7:27, 7:77, 8:13 to

DAMAGES—Cont'd

8:16, 8:18, 8:20, 8:23, 8:24,
8:26, 8:29, 8:32, 8:33, 8:35,
8:36, 8:38, 8:39, 8:41 to 8:44,
8:48, 8:53 to 8:55, 8:57, 8:60,
8:62, 8:66, 8:67, 8:69 to 8:71,
8:80, 8:101, 8:107, 8:115,
8:121, 8:140, 8:148, 9:13, 9:31
to 10:32, 10:38, 11:2, 11:6,
11:63, 11:69
Post judgment, 8:124
Prejudgment interest, 8:1, 8:6, 8:10,
8:29, 8:112 to 8:117, 8:119 to
8:121, 8:124, 8:175, 9:31, 11:6
Punitive damages, 2:5, 6:71, 6:107,
6:113, 7:26, 7A:8, 8:11, 8:74,
8:78, 8:85, 8:89, 8:99, 8:108 to
8:111, 8:115, 8:119, 8:120, 9:32,
9:63, 10:34, 10:38, 11:2, 11:6,
11:68
Railway Labor Act, 2:4
Rehabilitation Act, 9:33, 11:34, 11:60
Reinstatement, 6:74, 6:75, 6:94,
6:107, 6:112, 6:113, 7:3, 7:26,
7A:5, 7A:8, 7A:14, 8:1, 8:2,
8:5, 8:6, 8:11, 8:13, 8:23 to
8:26, 8:32 to 8:34, 8:44, 8:53,
8:57 to 8:59, 8:62 to 8:64, 8:66,
8:67, 8:70, 8:126, 8:131, 8:132,
8:136, 8:140, 8:142, 8:175,
8:176, 9:31, 9:41, 9:61, 11:43
Remedies, 2:1, 2:4, 2:5, 3:76, 6:71,
6:107, 6:109, 6:113, 7:27, 7:77,
7A:5, 7A:8, 7A:11, 8:1 to 8:7,
8:9 to 8:21, 8:23 to 8:26, 8:29,
8:31 to 8:36, 8:38 to 8:44, 8:46
to 8:48, 8:53 to 8:55, 8:57 to
8:117, 8:119 to 8:121, 8:124,
8:126 to 8:128, 8:131, 8:132,
8:136, 8:140, 8:142 to 8:145,
8:147, 8:148, 8:161, 8:165,
8:168, 8:171, 8:173, 8:175,
8:176, 9:13, 9:41, 9:63, 10:3,
10:19, 10:34, 10:38, 11:6, 11:8,
11:37, 11:52, 11:63, 11:66
Restrictions, 5:3, 8:38
Salary loss, 8:104
Tax, 8:10 to 8:12, 8:29, 8:104,
10:25, 11:63
Title VII, 2:1, 3:91, 3:94, 3:95, 5:80,
5:82, 6:26, 6:74, 6:95, 6:107,

DAMAGES—Cont'd

6:109, 6:112, 6:113, 6:121, 7:3,
7:26, 7:27, 7:77, 7:90, 7:118,
7A:5, 7A:8, 7A:11, 8:1, 8:4,
8:5, 8:21, 8:26, 8:29, 8:36,
8:38, 8:39, 8:42, 8:44, 8:57,
8:62, 8:66 to 8:68, 8:112, 8:120,
8:127, 8:142, 8:147, 8:148,
8:175, 9:13, 9:33, 9:41, 9:57,
10:3, 10:34, 11:2, 11:60, 11:66,
11:68

Tolling, 6:62, 6:74, 6:94, 8:24, 8:44

Total, 2:1, 5:61, 8:29, 8:33, 8:48,
8:69 to 8:71, 8:85, 8:104,
8:105, 8:117, 8:161, 8:168,
11:63

Willfulness, 3:94, 5:61, 5:86, 6:62,
6:121, 6:128, 8:3, 8:13, 8:72,
8:73, 8:76 to 8:78, 8:80 to 8:87,
8:89 to 8:104, 8:106, 8:117,
8:127, 8:161

DEDUCTIONS

Social security, 5:44

DEFENSES

Age Discrimination in Employment
Act, 2:1, 2:2, 3:35, 3:73, 5:1 to
5:95, 6:51, 6:78, 6:82, 6:84,
6:102, 7:21, 7:46, 7:64, 7:77,
7:84, 7:88, 7:94, 9:28, 9:56,
9:58

Age discrimination, 2:1, 2:2, 3:35,
3:73, 5:1 to 5:95, 6:51, 6:78,
6:82, 6:84, 6:102, 7:21, 7:46,
7:64, 7:77, 7:84, 7:88, 7:94,
9:28, 9:56, 9:58, 11:41

Bona Fide Occupational Qualifica-
tions, 5:6, 5:14, 5:15, 5:19

Bona fide occupational qualifications,
5:6, 5:14, 5:15, 5:19

Business Necessity, 5:1, 5:15, 5:16,
5:20, 5:52, 7:88, 9:58

Compensation, 2:1, 5:8, 5:16, 5:18,
5:20 to 5:22, 5:24, 5:26, 5:27,
5:31, 5:56, 5:77, 5:80, 7:46

Disability discrimination, 2:1

Disparate treatment, 2:2, 5:16 to
5:18, 5:20, 5:32 to 5:34, 5:41,
5:52, 7:77

Equal Pay Act, 2:1

DEFENSES—Cont'd

Harassment, 5:58, 7:46, 7:64

Insurance plans, 5:44

Legitimate nondiscriminatory reason,
5:57

Qualifications, 2:1, 5:2, 5:5 to 5:7,
5:10, 5:11, 5:14, 5:15, 5:19,
5:63, 5:90, 7:88

Reduction in force, 5:19, 5:77, 5:80,
6:84, 7:46, 7:77

Reinstatement, 5:13, 5:60

Retaliation, 2:1, 5:58, 5:81, 5:91,
7:46, 9:28, 9:58

DEFINED BENEFIT PLANS

Retirement benefits, 5:32, 5:35, 5:39

**DEFINED CONTRIBUTION
PLANS**

Retirement benefits, 5:39, 5:41

DEGREE

Violation, 3:76, 4:7, 4:8, 4:29, 5:16,
5:47, 5:51, 5:58, 6:18, 6:84,
7:37, 7:50, 7:76, 7A:17, 8:94,
10:3

DELAWARE

Administrative process, 9:44

Age Discrimination in Employment
Act, 3:65, 6:17, 6:21, 6:24,
8:58, 8:67, 8:162, 8:168, 8:170,
9:44

Age discrimination, 3:65, 6:17, 6:21,
6:24, 8:58, 8:67, 8:162, 8:168,
8:170, 9:44, 10:38, 11:71

At-will employment, 10:38

Civil actions, 9:44

Compensation, 6:21, 8:162, 8:168

Dispute, 6:21

Health, 8:67

Notice, 3:65, 6:17, 6:21, 6:24, 9:44

Remedies, 8:58, 8:67, 8:162, 8:168,
8:170, 10:38

Retaliation, 8:67

State statutes, 11:71

Termination of employment, 10:38

Terms, 6:21, 8:170

DEPARTMENT OF LABOR

Exemptions, 5:4, 5:7, 5:19, 5:36,
5:38, 5:60 to 5:62, 6:46, 6:82

INDEX

DEPARTMENT OF LABOR

—Cont'd

Freedom of Information Act, 6:46

Secretary of Labor, 5:7, 6:12

DESIGNATION

Unions, 3:81, 5:58

DIRECTED VERDICTS

Motions, 7:97 to 7:101, 7:112

DISABILITIES

Accommodations, 8:9, 10:19, 11:60

Age, 2:1, 3:14, 3:18, 3:19, 3:60, 3:78, 3:81, 3:87, 3:89, 4:41, 5:31, 5:81, 6:14, 6:15, 6:23, 6:35, 6:77, 6:98, 6:99, 6:102, 6:107, 6:109, 6:113, 6:115, 6:117, 7:25, 7:30, 7:39, 7:58, 7:76, 7:81, 7:82, 7:118, 7A:4, 7A:6, 7A:8, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 9:33, 10:3, 10:6, 10:13, 10:14, 10:18, 10:19, 11:2, 11:60

Americans with Disabilities Act, 2:1, 3:14, 3:18, 3:19, 3:60, 3:78, 3:81, 3:89, 5:31, 5:81, 6:14, 6:15, 6:23, 6:35, 6:77, 6:99, 6:102, 6:107, 6:109, 6:113, 6:115, 6:117, 7:25, 7:39, 7:58, 7:76, 7:81, 7:82, 7:118, 7A:4, 7A:6, 7A:8, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 9:33, 10:3, 10:19, 11:2, 11:60

Arbitration, 3:78, 6:35, 6:107, 6:109, 6:113, 6:115, 7:118, 7A:4, 7A:6, 7A:8

Assessment, 6:98, 7:76

Attendance, 8:62

Awards, 6:77, 7:118, 8:29, 8:30, 8:62, 9:33, 11:2, 11:60

Back pay, 5:81, 6:14, 6:23, 6:107, 6:109, 6:113, 7A:8, 8:29, 8:30, 8:60, 8:62, 8:66

Benefits, 2:1, 3:18, 4:41, 5:31, 5:81, 6:14, 6:23, 6:35, 6:107, 6:109, 6:113, 6:117, 7:25, 7:39, 7:58, 7A:6, 8:9, 8:29, 8:62, 11:60

Burden of proof, 6:14, 7:81, 8:66

Causation, 2:1, 7:81, 7:82

Choosing, 4:41, 5:31

DISABILITIES—Cont'd

Claim preclusion, 6:117

Class actions, 5:81, 6:113

Compensatory damages, 6:107, 6:113, 7A:8, 9:33, 11:2, 11:60

Continuing violations, 8:29

Costs, 3:18, 4:41, 5:31, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 9:33, 10:3

Defenses, 2:1, 5:31, 5:81, 6:102

Eleventh amendment, 3:78, 8:7, 8:9, 10:3, 10:19

Equitable tolling, 6:15, 6:35

Estoppel, 6:15, 6:35, 6:115, 6:117, 7:39

Evidence, 2:1, 3:18, 3:60, 3:78, 3:89, 4:41, 5:31, 6:35, 6:77, 6:98, 7:25, 7:30, 7:39, 7:58, 7:76, 7:81, 7:82, 7A:4, 8:9, 8:29, 8:62, 8:66, 10:3, 10:19, 11:2

Exclusions, 2:1

Fair representation, 7:58

Family and Medical Leave Act, 6:117, 7:82, 8:9

Front pay, 8:29, 8:60, 8:62, 8:66

Harassment, 3:81, 7:25, 7:30, 7:81

Health insurance, 2:1, 4:41, 8:29

Hearings, 6:113

Immunity, 2:1, 3:78, 3:89, 6:107, 6:109, 7:118, 8:7, 8:9, 9:33, 10:3, 10:19

Impairment, 11:60

Individual defendants, 3:78

Injunctive relief, 5:31, 6:107, 6:109, 6:113, 7:58, 7A:8, 8:7

Insurance, 2:1, 3:14, 3:18, 3:19, 4:41, 5:81, 6:15, 6:35, 8:29

Interest, 3:19, 3:78, 5:81, 6:15, 6:107, 6:109, 6:113, 7:58, 7:118, 7A:8, 8:9, 8:29, 10:3, 10:6, 10:14, 10:18

Interference, 3:81

Investigations, 6:98

Issue preclusion, 6:117

Judicial estoppel, 7:39

Learning disabilities, 11:60

Major life activity, 11:60

National Labor Relations Act, 3:81, 3:89, 7:58, 8:30

DISABILITIES—Cont'd

Perceived disability, 7:82
 Procedure, 6:35, 7:76, 7A:4, 7A:6, 8:9, 8:29
 Prohibited practices, 4:41
 Punitive damages, 6:107, 6:113, 7A:8, 11:2
 Reasonable accommodation, 7:39, 10:19, 11:60
 Rehabilitation Act, 6:14, 6:23, 9:33, 11:60
 Reinstatement, 6:15, 6:107, 6:113, 7A:8, 8:62, 8:66
 Remedies, 2:1, 6:35, 6:99, 6:107, 6:109, 6:113, 6:117, 7A:4, 7A:8, 8:7, 8:9, 8:29, 8:30, 8:60, 8:62, 8:66, 10:3, 10:19
 Retaliation, 2:1, 3:81, 5:81, 6:115, 6:117, 7:25, 7:30, 7:81, 7:82, 8:30, 9:33
 Seniority, 4:41, 7:76, 8:29
 Statute of limitations, 6:14, 6:15, 6:23, 6:35, 6:107, 8:30
 Substantially limits, 11:60
 Undue hardship, 8:9, 10:19, 11:60
 Waiver, 5:81, 6:15, 6:77, 6:98, 7A:4, 7A:6, 9:33

DISABILITY BENEFITS

Americans with Disabilities Act, 7:25, 7:39
 Compensation, 3:56, 4:6, 5:18
 Eligibility for benefits, 5:52
 Employee Retirement Income Security Act, 7:25
 Offsets, 5:46
 Retirement plans, 5:28, 5:52

DISCIPLINE

Burden of proof, 5:56, 5:57, 7:74
 Compensation, 3:66, 5:56, 7:83
 Customers, 7:74
 Evidence, 3:91, 4:8, 5:56, 5:57, 6:123, 7:23, 7:32, 7:74, 7:83, 7:108
 Forum, 7A:1, 7A:2
 Harassment, 7:74
 Insubordination, 7:74, 7:108
 Intent to discriminate, 6:123

DISCIPLINE—Cont'd

Prima facie case, 4:8, 7:23, 7:32, 7:74, 7:108
 Remedies, 7A:1
 Retaliation, 3:91, 4:8, 7:83
 Uniformed Services Employment and Reemployment Rights Act, 3:91
 Unworthy of belief, 7:74, 7:83

DISCLOSURES

Age Discrimination in Employment Act, 4:12, 5:80, 6:29
 Title VII, 5:80, 6:29

DISCOVERY

Admissibility, 6:129
 Attorney-client privilege, 6:121
 Burdensome, 6:120
 Class action, 4:25, 6:78, 6:79, 6:82, 6:84, 7:77, 7A:5, 9:21
 Class actions, 6:78, 6:79, 6:84, 6:113, 7:77, 7A:5
 Defenses, 5:56, 5:72, 6:78, 6:82, 6:84, 7:46, 7:77, 10:25
 Depositions, 6:84, 6:113, 6:120, 9:19
 Discharge cases, 7:46
 Ethical concerns, 6:83
 Ex parte communications, 11:19
 Harassment, 7:46
 Interrogatories, 6:120
 Managerial employees, 6:82, 6:84, 7:46
 Medical peer review privilege, 6:121
 Names, 6:44, 6:120, 6:121
 Potential class members, 6:82, 6:84
 Privacy, 4:25, 6:44
 Privilege, 6:121
 Production of documents, 9:19
 Protective orders, 9:19
 Putative class members, 6:78, 6:84
 Relevance, 4:25, 6:120
 Relief, 1:4, 4:22, 6:34, 6:55, 6:62, 6:84, 6:113, 7:77, 7A:5, 8:5, 8:171, 9:19, 9:21
 Sanctions, 6:44, 9:19
 Scope of discovery, 5:72, 6:120, 7:77
 Summary judgment, 5:56, 6:21, 6:34, 6:62, 6:68, 6:84, 6:120, 7:46, 7:77, 7:105

INDEX

DISCRIMINATION

Alabama, 6:15, 6:29, 6:39, 7A:5,
7A:15, 8:9, 8:25, 8:67, 8:134,
10:3, 10:13, 10:19, 10:20,
10:39, 11:70, 11:71
Alaska, 2:5, 8:29, 11:8, 11:71
Arizona, 6:103, 7:65, 10:12, 11:70,
11:71
Arkansas, 7:110, 7A:4, 7A:5, 8:139,
10:37, 11:71
California, 2:1, 2:5, 3:28, 3:72, 5:18,
5:20, 5:40, 5:47, 5:52, 5:55,
5:61, 6:5, 6:53, 6:89, 6:125,
7:13, 7:20, 7:87, 7:88, 7:92,
7A:10, 8:55, 8:87, 8:104, 8:122,
8:124, 10:22, 10:34, 10:36,
10:38, 10:39, 11:26, 11:34,
11:69, 11:71
Colorado, 5:80, 6:79, 6:84, 7A:15,
10:39, 11:39, 11:71
Connecticut, 3:84, 5:19, 6:120, 7:27,
7:87, 7:91, 10:7, 10:38, 11:71
Delaware, 3:65, 6:17, 6:21, 6:24,
8:58, 8:67, 8:162, 8:168, 8:170,
9:44, 10:38, 11:71
District of Columbia, 3:12, 3:36,
3:51, 3:76, 3:83, 4:19, 5:36,
6:6, 6:54, 6:66, 6:89, 7:7, 7:26,
7:34, 7:41, 7:72, 7A:12, 8:48,
8:156, 9:1 to 9:3, 9:10, 9:52,
9:57, 10:38, 11:22, 11:42,
11:65, 11:66
Florida, 2:1, 2:4, 3:58, 3:75, 3:76,
3:93, 4:9, 4:41, 5:52, 6:15,
6:55, 6:84, 7:47, 7:57, 7:86,
7:89, 7:97, 8:7 to 8:9, 8:39,
10:2, 10:3, 10:5, 10:13, 10:14,
10:17, 10:20, 10:22, 11:69 to
11:71
Georgia, 3:73, 6:15, 7:46, 7:85, 7:99,
7:112, 8:7, 8:9, 8:71, 8:134,
8:160, 8:161, 10:3, 11:39, 11:71
Hawaii, 11:71
Idaho, 11:71
Illinois, 2:5, 3:42, 3:52, 3:91, 4:5,
6:6, 6:8, 6:18, 6:62, 6:78, 6:84,
6:129, 7:10, 7:50, 7:86, 7:114,
8:25, 8:62, 8:89, 9:57, 10:2,
10:12, 10:22, 10:32, 11:66,
11:69, 11:71

DISCRIMINATION—Cont'd

Indiana, 3:78, 4:9, 5:18, 5:19, 6:39,
7:26, 7:97, 7:105, 10:27, 10:39,
11:71
Iowa, 6:117, 7:81, 7:115, 7A:11,
10:33, 11:70, 11:71
Kansas, 4:24, 6:71, 7:30, 10:30,
10:38, 11:71
Kentucky, 2:1, 3:71, 4:6, 4:14, 4:36,
5:28, 5:32, 5:34, 5:40, 6:31,
7:97, 8:56, 8:115, 8:123, 10:38,
11:2, 11:60, 11:71
Louisiana, 3:73, 3:78, 6:18, 6:95,
6:113, 7:118, 8:7, 10:3, 11:58,
11:71
Maine, 3:79, 3:90, 11:69, 11:71
Maryland, 4:7, 7:26, 7:29, 8:9,
8:122, 11:71
Massachusetts, 3:53, 3:76, 4:17, 5:7,
5:27, 5:40, 5:80, 5:87, 6:21,
6:58, 6:121, 7:24, 7:27, 8:9,
10:2, 10:3, 10:5, 10:7, 10:10,
10:13 to 10:15, 10:17, 10:18,
10:20, 10:23 to 10:25, 10:38,
11:71
Michigan, 5:2, 5:42, 6:93, 7:13,
7A:11, 8:6, 8:35, 8:41, 10:5,
10:32, 11:69, 11:71
Minnesota, 3:76, 5:26, 5:31, 5:34,
5:51, 7:12, 7:55, 7:99, 7A:17,
8:144, 8:145, 9:64, 10:14, 11:71
Mississippi, 3:78, 3:87, 4:30, 5:14,
5:16, 5:17, 5:20, 5:21, 6:15,
6:117, 6:120, 7:59, 7:62, 7:88,
7:112, 8:54, 10:2
Missouri, 3:25, 4:18, 5:11 to 7:13,
7:34, 7:82, 7:98, 8:55, 8:154,
8:163, 10:17, 10:20, 10:32,
11:69, 11:71
Montana, 7:57, 11:71
Nebraska, 3:64, 7:50, 8:90, 11:71
Nevada, 5:2, 5:56, 7A:14, 8:9, 10:2,
10:33, 11:66, 11:71
New Hampshire, 10:35, 11:71
New Jersey, 3:64, 5:11, 5:86, 6:68,
8:9, 10:5, 10:28, 10:37, 11:71
New Mexico, 10:37, 11:71
New York, 3:18, 3:64, 3:69, 3:76,
3:86, 3:95, 4:7 to 4:9, 4:41,
5:12, 5:15, 5:44, 5:48, 5:51,

DISCRIMINATION—Cont'd

5:67, 5:78, 5:80, 5:94, 6:4, 6:6,
6:15, 6:38, 6:39, 6:43, 6:70,
6:83, 6:89, 6:115, 6:117, 6:119,
6:121, 7:7, 7:26, 7:27, 7:33,
7:57, 7:62, 7:63, 7:74, 7:86,
7:90, 7:101, 7:107, 7:114, 7A:5,
7A:9, 7A:11, 8:42, 8:46, 8:71,
8:77, 8:79, 8:84, 8:95, 8:110,
8:140, 8:161, 9:52, 10:2, 10:3,
10:5, 10:10, 10:22, 10:25,
10:32, 10:35 to 11:39, 11:69,
11:71
North Carolina, 3:89, 4:29, 10:26,
11:71
North Dakota, 11:71
Ohio, 2:5, 3:64, 3:76, 4:12, 4:41,
5:1, 5:22, 5:52, 5:62, 6:69,
6:70, 6:123, 7:15, 7:32, 7:74,
7:81, 7:88, 10:5, 10:7, 10:34,
11:69, 11:71
Oklahoma, 5:28, 5:31, 5:63, 5:87,
7:31, 7:74, 7:101, 7:107, 8:20,
10:26, 11:71
Oregon, 7:46, 8:8, 10:34, 11:71
Pennsylvania, 3:66, 3:73, 3:75, 3:81,
3:86, 5:11, 5:25, 5:37, 5:58,
6:27, 6:68, 6:121, 6:123, 7:25,
7:46, 7:107, 7:118, 7A:12, 8:8,
8:162, 8:168, 10:8, 11:69, 11:71
Rhode Island, 10:36, 11:71
South Carolina, 3:79, 11:71
Tennessee, 4:23, 6:15, 6:66, 6:114,
6:117, 7:26, 7:75, 7:83, 7:91,
8:9, 8:43, 8:62, 8:170, 9:33,
9:49, 11:69, 11:71
Texas, 2:1, 3:76, 5:9, 5:12, 5:44,
5:57, 6:53 to 6:55, 6:116, 7:2,
7:6, 7:8, 7:13, 7:46, 7:57, 7:65,
7:72, 7:76, 7:77, 7:79, 7:81,
7:83, 7:86, 7:105, 7:106, 7:112,
7:114, 8:7, 8:67, 8:117, 8:120,
8:130, 8:160, 10:13, 10:39,
11:40, 11:69, 11:71
Utah, 6:54, 6:72, 6:80, 6:117, 11:71
Vermont, 10:33, 11:71
Virginia, 2:1, 6:66, 6:98, 7:13, 7:46,
7:80, 7:110, 8:74, 8:152, 8:164,
8:173, 10:24, 11:71
Washington, 3:76, 5:58, 5:78, 6:12,
7:7, 9:29, 11:42, 11:71

DISCRIMINATION—Cont'd

West Virginia, 6:98, 8:152, 8:164,
8:173, 11:71
Wisconsin, 6:33, 6:36, 6:39, 6:107,
6:113, 6:117, 7:47, 7:118, 11:58,
11:71
Wyoming, 3:73, 3:74, 3:76, 5:3, 5:8,
7:37, 10:22, 11:71

DISCRIMINATORY DISCHARGE

Arbitration, 8:13
Deferral, 6:15
Grievances, 6:15
Intent, 7:106, 10:39
Remedies, 8:5, 8:13, 8:22, 8:32,
8:36, 8:62, 10:39

DISMISSAL

Labor-Management Reporting and
Disclosure Act, 6:112

DISPARATE IMPACT

Adverse employment action, 2:1, 3:7,
3:91, 4:3, 4:5, 5:56, 6:8, 6:62,
7:50, 7:59, 7:91
Age discrimination claims, 2:1, 5:20,
6:84
Civil Rights Act, 2:1, 4:4, 5:14, 5:16,
7:62, 7:89, 7:91, 11:39
Comparators, 6:62
Congressional intent, 3:7, 5:1, 7:62,
7:87
Disability discrimination, 2:1
Harassment, 4:3
Insurance, 2:1, 3:7, 5:16 to 5:20,
5:42, 5:52, 6:8, 6:83, 6:84,
7:90, 7:93
Performance, 4:3, 4:5, 5:16, 5:18,
6:62, 7:59, 7:89, 7:90
Pretext, 2:1, 4:4, 5:20, 5:56, 7:50,
7:59, 7:62, 8:94
Recruiting, 4:4, 5:19
Rehabilitation Act, 11:39
Remedies, 2:1, 6:8, 8:94 to 8:96,
8:98, 10:3
Retaliation, 2:1, 3:11, 3:91, 4:3, 6:8,
8:95, 8:96, 9:55
Statistical evidence, 5:42, 6:84, 7:11,
7:50, 7:59, 7:61, 7:62, 7:87,
7:88, 7:90 to 7:93, 7:95
Subjective criteria, 7:11

INDEX

DISPARATE IMPACT—Cont'd

Tenure, 4:3, 4:5, 5:17 to 5:19, 5:42,
5:52, 7:50, 7:62

Tests, 5:16, 7:90

DISPARATE TREATMENT

Age discrimination, 2:2, 3:11, 3:71,
4:4 to 4:6, 4:36, 4:40 to 4:42,
5:16 to 5:18, 5:20, 5:32 to 5:34,
5:41, 5:52, 6:7, 6:22, 6:23,
6:62, 6:120, 6:128, 7:6, 7:7,
7:9, 7:50, 7:54, 7:59, 7:62,
7:63, 7:74, 7:76 to 7:79, 7:81,
7:83, 7:87, 7:89, 7:90, 7:93,
7:97, 7:105, 7:108, 7:111, 8:29,
8:92 to 8:96, 8:98, 9:1, 11:62,
11:69

Civil Rights Act, 2:2, 4:4, 5:16, 6:23,
7:6, 7:7, 7:62, 7:79, 7:81, 7:89,
11:62, 11:69

Class actions, 7:77, 7:78

Comparators, 6:62, 7:108, 8:29

Congressional intent, 4:6, 7:62, 7:87

Damages, 6:62, 6:128, 7:77, 7:90,
8:29, 8:92 to 8:96, 8:98, 11:69

Decisionmakers, 6:120

Defenses, 2:2, 5:16 to 5:18, 5:20,
5:32 to 5:34, 5:41, 5:52, 7:77

Direct evidence of discrimination,
4:41, 6:120, 7:6, 7:7, 7:79,
7:81, 7:83

Discriminatory animus, 5:17, 6:62,
7:6, 7:9, 7:59, 7:63, 7:74, 7:76,
7:81, 7:83, 7:97, 7:108

Harassment, 6:7, 7:6, 7:74, 7:81

Hiring, 2:2, 3:11, 4:4, 4:36, 4:41,
5:17, 6:23, 7:50, 7:54, 7:59,
7:63, 7:74, 7:76, 7:77, 7:90,
7:93, 8:98, 9:1, 11:69

Intentional discrimination, 5:16, 7:7,
7:9, 7:50, 7:54, 7:62, 7:74,
7:76, 7:77, 7:81, 7:83, 7:89,
7:111, 8:93, 8:98

Mixed motives, 7:79, 7:81, 7:83

National origin discrimination, 7:81

Older employees, 4:5, 4:6, 4:41,
5:17, 5:18, 5:32 to 5:34, 5:41,
5:52, 7:50, 7:59, 7:62, 7:76,
7:78, 7:87, 7:90, 7:93, 7:111,
8:93

DISPARATE TREATMENT

—Cont'd

Presumptions, 7:50

Pretext, 4:4, 4:41, 5:20, 7:6, 7:7, 7:9,
7:50, 7:59, 7:62, 7:74, 7:76,
7:79, 7:81, 7:83, 7:97, 7:105,
7:108, 7:111, 8:94, 11:69

Prima facie case, 4:4, 4:6, 4:36, 4:41,
5:16, 5:32, 5:52, 6:62, 6:120,
7:6, 7:7, 7:9, 7:50, 7:54, 7:59,
7:62, 7:63, 7:74, 7:76, 7:77,
7:79, 7:81, 7:87, 7:90, 7:93,
7:97, 7:105, 7:108, 7:111, 8:94,
9:1, 11:69

Proof requirements, 2:2

Protected class, 4:6, 4:42, 5:16, 5:20,
5:33, 7:7, 7:50, 7:63, 7:74,
7:76, 7:79, 7:83, 7:90, 7:108,
7:111, 9:1

Public policy, 7:81

Recruiting, 4:4

Rehabilitation Act, 6:23

Religious discrimination, 7:76

Remedies, 6:7, 7:77, 8:29, 8:92 to
8:96, 8:98, 9:1

Retaliation, 3:11, 6:7, 7:6, 7:9, 7:81,
7:83, 7:97, 8:95, 8:96, 9:1

Statistical evidence, 6:120, 7:50,
7:59, 7:62, 7:63, 7:77, 7:87,
7:90, 7:93, 7:111

Strength, 7:74, 7:108

Systemic age discrimination, 6:7

Willfulness, 6:62, 6:128, 8:92 to
8:96, 8:98

DISSOLUTION

National Labor Relations Board, 5:82

DISTRICT OF COLUMBIA

Age Discrimination in Employment
Act, 3:12, 3:36, 3:51, 3:76,
3:83, 4:19, 5:36, 6:6, 6:54,
6:66, 6:89, 7:7, 7:26, 7:34,
7:41, 7:72, 7A:12, 8:48, 8:156,
9:1 to 9:3, 9:10, 9:52, 9:57,
11:66

Age discrimination, 3:12, 3:36, 3:51,
3:76, 3:83, 4:19, 5:36, 6:6,
6:54, 6:66, 6:89, 7:7, 7:26,
7:34, 7:41, 7:72, 7A:12, 8:48,
8:156, 9:1 to 9:3, 9:10, 9:52,

DISTRICT OF COLUMBIA**—Cont'd**

9:57, 10:38, 11:22, 11:42,
11:65, 11:66

Assignments, 7:26

At-will employment, 10:38

Compensation, 3:36, 7:26, 8:48, 9:1

Conciliation, 6:6, 6:54, 6:89, 9:1,
11:66

Conditions of employment, 7:26,
7A:12

Credits, 5:36

Employment agencies, 3:12, 3:51

Employment practices, 6:89, 7:26

Evidence, 6:54, 7:7, 7:26, 7:34, 7:41,
7:72, 9:1, 9:2, 11:66

Exemptions, 3:36, 5:36, 9:1

Harassment, 7:26, 9:10

Health, 3:12, 3:36, 3:76, 6:6

Health insurance, 3:36

Life insurance, 6:89, 7:26

Mandatory retirement, 9:2, 9:3

Notice, 3:76, 5:36, 6:6, 6:54, 6:89,
7:26, 9:1, 9:2, 9:10

Overtime pay, 8:48

Permits, 3:36, 6:89

Privileges of employment, 7:26, 9:1

Race discrimination, 7:7

Reasonable cause determination, 6:6

Remedies, 3:76, 6:6, 6:89, 8:48,
8:156, 9:1, 9:10, 10:38, 11:66

Retaliation, 3:12, 3:76, 4:19, 6:6,
7:26, 7:34, 9:1, 9:2, 11:66

Sex discrimination, 6:6, 9:2, 9:57,
11:66

Sick leave, 8:48

Termination of employment, 7:26,
7A:12, 10:38

Terms, 3:36, 7:26, 7A:12, 8:48, 9:1
to 9:3, 9:10, 11:66

DOMESTIC EMPLOYEES

North Carolina, 3:89

DUE PROCESS

Punitive damages, 6:107, 6:113

EARLY RETIREMENT

Age discrimination, 1:3, 3:2, 4:3,
4:6, 4:12, 4:30, 4:36, 4:41, 5:8,

EARLY RETIREMENT—Cont'd

5:11, 5:17, 5:20, 5:24, 5:26,
5:28, 5:29, 5:31 to 5:35, 5:40,
5:41, 5:43, 5:49 to 5:53, 5:63,
5:70, 5:77, 5:80, 5:81, 5:87,
5:89, 6:7, 6:35, 6:56, 7:17,
7:19, 7:44 to 7:46, 7:55, 7:86 to
7:88, 7:92, 7:95, 7:111, 8:33,
8:38, 8:53, 8:54, 8:69, 8:70,
8:127, 9:28, 10:17

Bargain, 5:51

Benefits, 1:3, 3:2, 4:6, 4:12, 4:30,
4:36, 4:41, 5:17, 5:20, 5:24,
5:26, 5:28, 5:29, 5:31 to 5:35,
5:40, 5:41, 5:43, 5:49 to 5:53,
5:63, 5:70, 5:77, 5:80, 5:81,
5:87, 5:89, 6:7, 6:35, 7:44,
7:46, 7:55, 8:33, 8:38, 8:53,
8:54, 8:69, 8:70

Caselaw, 4:6

Discrimination, 1:3, 3:2, 4:3, 4:6,
4:12, 4:30, 4:36, 4:41, 5:8, 5:11,
5:17, 5:20, 5:24, 5:26, 5:28,
5:29, 5:31 to 5:35, 5:40, 5:41,
5:43, 5:49 to 5:53, 5:63, 5:70,
5:77, 5:80, 5:81, 5:87, 5:89,
6:7, 6:35, 6:56, 7:17, 7:19, 7:44
to 7:46, 7:55, 7:86 to 7:88,
7:92, 7:95, 7:111, 8:33, 8:38,
8:53, 8:54, 8:69, 8:70, 8:127,
9:28, 10:17

Employee Retirement Income Secu-
rity Act, 4:41, 5:20, 5:35, 5:40

Equitable estoppel, 5:51, 6:35, 6:56

ERISA, 4:41, 5:17, 5:20, 5:28, 5:34,
5:35, 5:40, 5:41, 5:63, 5:87

Incentives, 4:12, 5:26, 5:28, 5:31,
5:32, 5:34, 5:43, 5:50 to 5:53,
7:88, 8:38

Internal Revenue Code, 5:40

Older Workers Benefit Protection
Act, 4:12, 5:24, 5:26, 5:28,
5:29, 5:32, 5:34, 5:35, 5:50,
5:52, 5:63, 5:77, 5:80, 5:87

Policies, 1:3, 4:6, 4:12, 5:8, 5:11,
5:17, 5:20, 7:45, 7:46, 7:111,
8:53, 8:127

Qualification, 4:12, 4:41, 5:8, 5:11,
5:63, 7:86

Release, 4:3, 4:12, 5:51, 5:63, 5:80,
5:81, 5:87, 6:35

INDEX

EARLY RETIREMENT—Cont'd

Requirements, 3:2, 4:3, 4:6, 4:12,
4:30, 4:36, 4:41, 5:8, 5:11, 5:20,
5:26, 5:28, 5:31, 5:35, 5:41,
5:52, 5:53, 5:63, 5:77, 5:80,
5:87, 6:35, 7:86, 7:87, 8:33
Separation, 5:24, 5:80, 7:46
Waiver, 4:12, 5:24, 5:63, 5:70, 5:77,
5:80, 5:81, 5:87

ELECTIONS

Age Discrimination in Employment
Act, 3:25, 6:112, 11:4
Complaint, 6:112
Constitution, 3:25
Interference, 3:25
Litigation, 6:112
Membership, 11:4
Office holding, 3:25
Officers, 6:112, 10:17
Parties, 6:112
Relief, 3:25, 6:112
Secretary of labor, 6:112

EMPLOYEE BENEFITS

Deferral, 5:40
Income, 3:10, 3:18, 5:21, 5:27, 5:28,
5:32, 5:35, 5:38, 5:40, 5:46,
5:47, 11:26
Limitations, 5:30
Social security, 5:35, 5:44, 5:48
Tax, 3:10, 3:18, 5:46
Withholding, 3:12, 5:28, 5:32

EMPLOYEE RETIREMENT INCOME SECURITY ACT

Amendment, 4:41, 5:40, 6:92
Beneficiaries, 7:90
Damages under, 8:6
Defined benefit plans, 5:35
Discrimination, 3:10, 3:14, 3:18,
4:38, 4:41, 5:20, 5:21, 5:27,
5:35, 5:38, 5:40, 5:72, 5:82,
6:92, 7:25, 7:90, 8:6, 8:122,
11:26
Employee benefit plan, 5:21, 5:27,
5:72
Employees, 3:10, 3:14, 4:38, 4:41,
5:20, 5:21, 5:27, 5:35, 5:40,
5:72, 5:82, 6:92, 7:25, 7:90,

EMPLOYEE RETIREMENT INCOME SECURITY ACT —Cont'd

8:6, 8:122, 11:26
Employment relationship, 3:10, 3:18,
5:21
Exceptions, 5:38
Fiduciary, 5:82
Holidays, 5:27
Independent contractors, 3:14, 3:18
Jury trial, 7:90
Limitation, 5:82
Management, 5:82, 7:25, 7:90
Medical benefits, 4:41, 5:20
National Labor Relations Board,
5:82, 8:122
Pension plans, 5:21, 5:27, 5:35, 5:40,
11:26
Plan, 4:41, 5:20, 5:21, 5:27, 5:35,
5:38, 5:40, 5:72, 5:82, 6:92,
7:90, 11:26
Remedies, 8:6, 8:122
Removal, 5:82
Requirements, 3:10, 3:14, 3:18, 4:38,
4:41, 5:20, 5:27, 5:35, 5:72,
5:82, 7:25, 7:90, 11:26
Retaliation, 7:25
Severance pay, 5:27
Termination, 4:41, 5:20, 5:72, 5:82,
7:90
Welfare benefit, 7:90
Welfare benefit plans, 7:90

EMPLOYMENT AGENCIES

Age Discrimination in Employment
Act, 1:4, 2:1, 3:11, 3:12, 3:46,
3:50, 3:51, 3:54, 3:87, 3:88,
4:1, 4:13, 4:14, 4:28, 4:29,
4:43, 4:44, 5:38, 5:56, 5:60,
6:31, 7:2, 7:85, 8:148
Americans with Disabilities Act, 2:1
Employer, 1:4, 2:1, 3:11, 3:12, 3:50,
3:51, 3:54, 3:87, 3:88, 4:1,
4:13, 4:14, 4:28, 5:38, 5:56,
5:60, 6:31, 7:2, 7:85, 8:148
Equal Employment Opportunity
Commission, 2:1, 3:46, 3:87,
3:88, 4:1, 4:14, 4:28, 4:29,
4:43, 4:44, 5:60, 6:31, 7:85

EMPLOYMENT AGENCIES**—Cont'd**

Genetic Information Nondiscrimination Act, 2:1

Hiring, 1:4, 2:1, 3:11, 3:88, 4:1, 4:28, 7:2, 7:85, 8:148

Title VII, 2:1, 3:12, 3:51, 3:87, 3:88, 4:13, 4:14, 4:28, 5:56, 7:2, 7:85, 8:148

EMPLOYMENT**DISCRIMINATION**

Affirmative defense, 5:2, 5:14, 5:24, 5:26, 6:62, 7:1, 7:30, 7:44, 7:46, 7:80, 7:81, 8:39, 8:40, 8:46, 9:28, 10:3, 11:60

Age, 1:1, 2:1, 2:2, 3:37, 3:45, 3:56, 3:64, 3:77, 3:81, 3:84, 3:86, 3:89, 3:90, 4:11, 4:23, 5:2, 5:14, 5:24, 5:26, 5:58, 5:63, 5:82, 5:84, 6:6, 6:7, 6:16, 6:18, 6:21, 6:29, 6:30, 6:33, 6:44, 6:55, 6:62, 6:65, 6:94 to 6:96, 6:98, 6:99, 6:102, 6:103, 6:106 to 6:109, 6:112, 6:113, 6:120 to 6:122, 6:126, 6:128, 7:1, 7:2, 7:6, 7:7, 7:13, 7:15, 7:17, 7:19, 7:24, 7:26, 7:30, 7:37, 7:43, 7:44, 7:46, 7:51, 7:54, 7:57 to 7:59, 7:65, 7:74 to 7:76, 7:80 to 7:82, 7:91, 7:95, 7:98, 7:99, 7:102, 7:106 to 7:108, 7:116, 7:117, 7A:1, 7A:2, 7A:4 to 7A:9, 7A:12, 7A:14, 7A:16, 8:1, 8:7, 8:9, 8:12, 8:13, 8:24, 8:25, 8:28, 8:29, 8:39, 8:40, 8:44, 8:46, 8:56, 8:57, 8:61, 8:112, 8:125 to 8:127, 8:136, 8:140, 8:142, 9:1, 9:15, 9:23, 9:28, 9:29, 9:66, 10:1 to 10:39, 11:1, 11:8, 11:27, 11:29 to 11:31, 11:34, 11:36, 11:43, 11:51, 11:59 to 11:69

Age discrimination in Employment Act, 2:1, 2:2, 3:37, 3:45, 3:56, 3:64, 3:77, 3:81, 3:84, 3:86, 3:89, 3:90, 4:11, 4:23, 5:2, 5:14, 5:24, 5:26, 5:58, 5:63, 5:82, 5:84, 6:6, 6:7, 6:16, 6:18, 6:21, 6:29, 6:30, 6:33, 6:44, 6:55, 6:62, 6:65, 6:94 to 6:96, 6:98, 6:99, 6:102, 6:103, 6:106 to

EMPLOYMENT**DISCRIMINATION—Cont'd**

6:109, 6:112, 6:113, 6:120 to 6:122, 6:126, 6:128, 7:1, 7:2, 7:6, 7:7, 7:13, 7:15, 7:17, 7:19, 7:24, 7:26, 7:30, 7:37, 7:43, 7:44, 7:46, 7:51, 7:54, 7:57 to 7:59, 7:65, 7:74 to 7:76, 7:80 to 7:82, 7:91, 7:95, 7:98, 7:99, 7:102, 7:106 to 7:108, 7:116, 7:117, 7A:1, 7A:2, 7A:4 to 7A:9, 7A:12, 7A:14, 7A:16, 8:1, 8:7, 8:9, 8:12, 8:13, 8:24, 8:25, 8:28, 8:29, 8:39, 8:40, 8:44, 8:46, 8:56, 8:57, 8:61, 8:112, 8:125 to 8:127, 8:136, 8:140, 8:142, 9:1, 9:15, 9:23, 9:28, 9:29, 9:66, 10:1 to 10:3, 10:8 to 10:12, 10:15, 10:20, 10:22, 10:26, 10:28, 10:30, 10:32, 10:39, 11:1, 11:31, 11:43, 11:60, 11:62, 11:64, 11:66 to 11:69

Americans with Disabilities Act, 2:1, 3:81, 3:89, 6:99, 6:102, 6:107, 6:109, 6:113, 7:58, 7:76, 7:81, 7:82, 7A:4, 7A:6, 7A:8, 8:7, 8:9, 8:29, 10:3, 10:19, 11:60

Arbitration, 3:86, 5:24, 5:82, 6:95, 6:106, 6:107, 6:109, 6:113, 6:121, 7A:1, 7A:2, 7A:4 to 7A:9, 7A:12, 7A:14, 7A:16, 8:13

Back pay, 6:95, 6:107, 6:109, 6:112, 6:113, 7A:8, 7A:14, 8:1, 8:12, 8:13, 8:24, 8:25, 8:28, 8:29, 8:39, 8:44, 8:46, 8:56, 8:57, 8:61, 9:1, 9:66, 11:43

Bona fide occupational qualification defense, 5:2

Burden of proof, 2:2, 7:7, 7:26, 7:37, 7:74, 7:81, 8:24, 8:46, 10:5, 10:23, 10:37, 11:66, 11:69

Causation, 2:1, 7:24, 7:59, 7:75, 7:81, 7:82, 7:91, 7:95, 7:99, 7:102, 7:107, 10:34, 10:39, 11:66

Citizenship, 1:1

Civil Rights Act, 2:1, 2:2, 3:37, 3:81, 3:89, 4:23, 5:2, 5:14, 5:82, 6:29, 6:55, 6:106 to 6:108,

INDEX

EMPLOYMENT

DISCRIMINATION—Cont'd

6:112, 6:113, 6:121, 6:126, 7:2, 7:6, 7:7, 7:15, 7:46, 7:58, 7:65, 7:80 to 7:82, 7:91, 7A:1, 7A:2, 7A:5, 7A:8, 7A:12, 8:1, 8:44, 8:57, 8:127, 8:142, 9:66, 11:1, 11:43, 11:60, 11:62 to 11:64, 11:67 to 11:69

Collective bargaining agreement, 3:86, 7:58, 7A:1, 7A:4, 7A:6, 7A:9, 7A:12, 8:127, 10:11, 10:27

Compensatory damages, 6:107, 6:113, 7:26, 7A:8, 8:1, 8:57, 11:60, 11:68, 11:69

Computation, 8:29, 8:39, 8:57

Contract claims, 8:142

Current employees, 5:82, 8:127

Direct evidence, 2:2, 6:62, 6:120, 7:2, 7:6, 7:7, 7:24, 7:57, 7:74, 7:76, 7:81, 7:99, 7:106, 7:107, 9:1, 11:67

Direct method, 6:62, 7:24, 7:57

Disability, 2:1, 3:56, 6:6, 6:98, 6:99, 6:107, 6:109, 6:113, 7:2, 7:26, 7:30, 7:76, 7:82, 7A:6, 7A:8, 7A:16, 8:9, 10:18, 10:19, 10:23, 11:60, 11:67

Disparate impact, 2:1, 5:14, 6:62, 7:59, 7:91, 7:95, 10:3

Disparate treatment, 2:2, 6:7, 6:62, 6:120, 6:128, 7:6, 7:7, 7:54, 7:59, 7:74, 7:76, 7:81, 7:108, 8:29, 9:1, 11:62, 11:69

Equal Pay Act, 2:1, 7:58, 7:108

Equitable estoppel, 6:21, 6:29, 6:30, 6:33, 6:55

Equitable tolling, 6:21, 6:29, 6:30, 6:33, 6:55

ERISA, 5:63, 5:82, 6:18

Evidence, 2:1, 2:2, 3:37, 3:45, 3:64, 3:89, 4:11, 5:2, 5:14, 5:82, 6:7, 6:16, 6:18, 6:21, 6:29, 6:33, 6:62, 6:98, 6:120 to 6:122, 6:126, 6:128, 7:2, 7:6, 7:7, 7:13, 7:15, 7:17, 7:19, 7:24, 7:26, 7:30, 7:37, 7:43, 7:44, 7:46, 7:51, 7:54, 7:57 to 7:59, 7:65, 7:74 to 7:76, 7:80 to 7:82,

EMPLOYMENT

DISCRIMINATION—Cont'd

7:91, 7:95, 7:98, 7:99, 7:102, 7:106 to 7:108, 7:116, 7:117, 7A:4, 7A:5, 8:9, 8:13, 8:29, 8:39, 8:40, 8:44, 8:46, 8:57, 8:127, 8:136, 8:140, 9:1, 9:15, 9:29, 10:2, 10:3, 10:12, 10:19, 10:22, 10:23, 10:34, 10:39, 11:66, 11:67, 11:69

Executive, 6:112, 6:121, 7:17, 7:106, 9:1, 10:3, 10:27, 10:39, 11:1, 11:8, 11:27, 11:29 to 11:31, 11:34, 11:36, 11:43, 11:51, 11:59 to 11:69

Exhaustion of administrative remedies, 6:6

Former employees, 6:120, 7:19, 8:44, 8:136

Forum, 3:86, 5:82, 6:29, 6:33, 6:65, 7:1, 7:2, 7:58, 7A:1, 7A:2, 7A:4 to 7A:9, 7A:12, 7A:14, 7A:16, 9:28, 10:3

Front pay, 4:11, 7A:14, 8:1, 8:12, 8:13, 8:25, 8:28, 8:29, 8:39, 8:44, 8:57, 8:61, 8:136, 8:140

Gender identity, 7:2

Grievance procedures, 9:15

Harassment, 3:81, 4:11, 4:23, 5:58, 6:7, 6:103, 7:6, 7:26, 7:30, 7:46, 7:74, 7:81, 7A:7, 11:8

Hostile work environment, 4:11, 7:6, 7:30, 7:46

Immigration Reform and Control Act, 8:13, 10:34

Indirect method, 6:62, 7:24, 7:76

Injunctive relief, 6:95, 6:96, 6:106, 6:107, 6:109, 6:113, 7:58, 7A:8, 7A:14, 8:7, 8:13, 8:125 to 8:127, 8:140, 11:34, 11:43

Liability, 2:2, 3:64, 3:86, 4:23, 5:2, 5:14, 5:24, 5:26, 5:58, 5:63, 5:82, 5:84, 6:33, 6:62, 6:107, 6:112, 6:113, 6:128, 7:1, 7:2, 7:17, 7:30, 7:46, 7:65, 7:74 to 7:76, 7:80, 7:81, 7:91, 7:107, 8:1, 8:12, 8:13, 8:24, 8:25, 8:29, 8:44, 8:57, 8:136, 10:3, 10:28, 10:30, 10:39, 11:30, 11:43, 11:60, 11:61, 11:67, 11:68

EMPLOYMENT**DISCRIMINATION—Cont'd**

Liquidated damages, 6:62, 6:94,
6:95, 6:109, 6:112, 6:113,
6:121, 6:128, 7A:5, 7A:14, 8:1,
8:13, 8:29, 8:112

Mitigation of damages, 8:39

Mixed motive, 7:82, 8:13

National origin, 2:1, 2:2, 3:81, 5:2,
5:14, 6:6, 6:7, 7:2, 7:26, 7:30,
7:58, 7:81, 10:6, 10:14, 11:64

Older Workers Benefit Protection
Act, 2:2, 4:23, 5:24, 5:26, 5:63,
5:82, 6:98

Pattern or practice, 4:11, 6:7, 6:102,
6:103, 6:120, 6:121, 8:127

Preemption, 6:65

Pregnancy, 7:76, 10:12

Pretext, 2:1, 3:81, 5:58, 6:18, 7:6,
7:7, 7:13, 7:17, 7:30, 7:37,
7:43, 7:57, 7:59, 7:65, 7:74 to
7:76, 7:81, 7:98, 7:102, 7:106
to 7:108, 7:116, 10:33, 11:67,
11:69

Procedure, 6:18, 6:30, 6:44, 6:120,
7:6, 7:17, 7:26, 7:76, 7A:4,
7A:6, 7A:12, 7A:14, 8:1, 8:9,
8:29, 8:136, 9:15, 9:29

Protected activity, 4:23, 7:24, 7:26,
10:33, 10:34

Punitive damages, 6:107, 6:113,
7:26, 7A:8, 10:34, 10:38, 11:68

Race, 2:1, 2:2, 3:81, 5:2, 5:14, 6:6,
6:7, 6:120, 7:2, 7:7, 7:26, 7:30,
7:44, 7:58, 7:80, 7:81, 7:91,
7A:4, 7A:12, 8:126, 10:4, 10:6,
10:12, 10:14, 10:17, 10:18,
10:20, 10:34, 11:29, 11:64,
11:67, 11:68

Reasonable accommodation, 10:19,
11:60

Reasonable belief, 7:37

Rehabilitation Act, 11:34, 11:60,
11:64

Relief, 2:1, 3:45, 3:56, 3:84, 3:86,
5:63, 5:82, 6:16, 6:29, 6:33,
6:55, 6:62, 6:65, 6:94 to 6:96,
6:102, 6:103, 6:106 to 6:109,
6:112, 6:113, 6:128, 7:58, 7:80,
7:82, 7:102, 7A:4, 7A:5, 7A:8,

EMPLOYMENT**DISCRIMINATION—Cont'd**

7A:9, 7A:14, 7A:16, 8:1, 8:7,
8:9, 8:13, 8:24, 8:25, 8:28,
8:29, 8:39, 8:40, 8:44, 8:46,
8:56, 8:57, 8:61, 8:112, 8:125 to
8:127, 8:136, 8:140, 8:142, 9:1,
9:29, 9:66, 10:3, 10:34, 11:34,
11:43, 11:59, 11:64, 11:68

Religion, 2:1, 2:2, 3:81, 3:84, 5:2,
5:14, 5:58, 6:7, 7:26, 7:30,
7:58, 7:81, 10:6, 10:25, 11:67

Retaliation, 2:1, 3:81, 4:23, 5:58, 6:6
to 7:6, 7:24, 7:26, 7:30, 7:46,
7:65, 7:81, 7:82, 7:107, 8:127,
9:1, 9:28, 10:35, 11:66, 11:68

Retirement, 1:1, 2:1, 2:2, 3:56, 3:84,
5:2, 5:24, 5:26, 5:63, 5:82, 6:7,
6:18, 6:62, 6:95, 6:109, 7:7,
7:17, 7:19, 7:44, 7:46, 7:59,
7:76, 7:82, 7:95, 8:9, 8:40,
8:56, 8:57, 8:126, 8:127, 9:28,
10:2, 10:3, 10:5, 10:7, 10:10 to
10:18, 10:20, 10:21, 10:23,
10:24, 10:26, 10:27, 10:31,
10:36

Seniority systems, 2:2

Sex, 2:1, 2:2, 3:81, 5:2, 5:14, 6:6,
6:62, 7:2, 7:26, 7:30, 7:58,
7:74, 7:81, 7:91, 8:9, 9:28,
10:22, 11:8, 11:62, 11:64, 11:66

Statistics, 1:1, 2:1, 7:59, 7:91, 7:95

Statute of limitations, 2:2, 4:11, 6:18,
6:21, 6:30, 6:33, 6:55, 6:106,
6:107, 7:74

Stereotyping, 1:1, 10:8

Tangible employment action, 7:26,
7:30, 7:46

Tax, 3:64, 7:65, 8:12, 8:29, 10:2,
10:25, 11:63

Temporal proximity, 7:24

Torts, 3:64

Wage discrimination, 7:74

Waiver, 3:90, 5:24, 5:63, 5:82, 5:84,
6:29, 6:98, 6:128, 7A:1, 7A:4,
7A:6, 7A:7, 7A:12, 8:142, 9:66,
11:34

EMPLOYMENT PRACTICES

Business necessity, 5:16, 7:87, 7:89

Commerce, 2:1, 8:9

INDEX

EMPLOYMENT PRACTICES

—Cont'd

Compensatory damages, 6:107,
6:113, 7:26, 7A:8, 11:69
Exceptions, 2:1, 5:56, 11:31
Family and Medical Leave Act, 8:9
Federal constitution, 2:5
Federal contractors, 11:55, 11:57
Federal employment, 11:69
Foreign countries, 5:59
Former employees, 8:129
Intentional discrimination, 5:16,
5:56, 6:107, 7:62, 7:89, 7:110,
11:43
Interest, 4:25, 5:59, 6:15, 6:107,
6:113, 7:87, 7:89, 7A:8, 7A:17,
8:9, 8:129
Number of employees, 2:1, 6:5
Person, 2:1, 4:23, 5:59, 6:5, 6:14,
6:15, 6:22, 6:23, 6:89, 6:113,
7:26, 7:48, 7:110, 7A:17, 11:13,
11:64
Remedies, 2:1, 2:5, 6:5, 6:89, 6:107,
6:113, 7A:8, 7A:17, 8:9, 8:129,
11:64
Settlement agreement, 6:113
Subordinates, 7:110
Supervisors, 4:23, 5:16, 6:22, 7:26,
7:48, 7:110
Whole, 6:5, 6:22, 6:107, 6:113, 7:25,
7:93, 7:110, 11:43

EMPLOYMENT RELATIONSHIP

Retaliation, 3:12, 3:81, 3:82, 4:14,
7:46

ENFORCEMENT

Access to information, 6:121
Arbitration, 2:4, 3:86, 4:17, 5:24,
5:82, 6:35, 6:53, 6:73, 6:95,
6:106, 6:107, 6:109, 6:111,
6:113, 6:115, 6:121, 7:118,
7A:1, 7A:2, 7A:5, 7A:7 to
7A:9, 7A:14, 7A:16, 7A:17,
8:13, 8:129
Attorney-client privilege, 6:121
Cause of action, 3:5, 4:7, 4:14, 5:31,
5:63, 5:82, 5:87, 6:15, 6:18,
6:20 to 6:22, 6:28 to 6:31, 6:33,
6:34, 6:52, 6:62, 6:65, 6:71,
6:78, 6:79, 6:86, 6:94, 6:107,

ENFORCEMENT—Cont'd

6:113, 6:114, 6:119, 8:9, 8:130,
9:2, 9:55, 11:24, 11:33, 11:37,
11:48, 11:52, 11:66, 11:68
De novo review, 6:118
Equitable estoppel, 5:51, 6:1, 6:21,
6:27 to 6:31, 6:33 to 6:36, 6:50,
6:52, 6:55, 6:56
ERISA, 3:10, 4:17, 5:28, 5:34, 5:63,
5:82, 5:87, 6:18, 6:92, 7:25
Exhaustion of administrative reme-
dies, 6:6, 6:91, 9:39, 11:35,
11:49
Fiduciary, 5:82
Injunction, 6:95, 6:96, 6:108, 6:109,
6:112, 8:127, 8:129, 8:161
Internal Revenue Service, 9:10
Maryland, 4:7, 7:26, 8:9
Settlement, 3:76, 3:90, 5:63, 5:69,
5:82, 6:6, 6:35, 6:36, 6:47,
6:56, 6:69, 6:79, 6:104, 6:109,
6:113, 6:126, 6:128, 7:118,
8:152, 8:161, 9:37, 9:66
Standard of review, 6:19, 6:103,
6:104, 10:20, 10:22
Statute of limitations, 2:2, 6:5, 6:9,
6:14, 6:15, 6:17 to 6:19, 6:21,
6:23, 6:24, 6:26, 6:27, 6:30,
6:31, 6:33, 6:35, 6:36, 6:50 to
6:60, 6:74, 6:80, 6:87, 6:91,
6:100, 6:106, 6:107, 9:10
Venue, 6:66, 6:113, 7A:8

ENTITIES

National Labor Relations Board,
3:64, 3:86
Railway Labor Act, 2:4, 3:85

EQUAL ACCESS TO JUSTICE ACT

Administrative proceedings, 9:66
Judicial proceedings, 9:66
Judicial review, 9:66
Parties, 8:155
Title VII, 8:155, 9:66

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

ADA enforcement, 6:107
ADEA enforcement, 2:1, 4:33, 5:1,
5:36, 6:2, 6:5, 8:1

EQUAL EMPLOYMENT**OPPORTUNITY****COMMISSION—Cont'd**

Administrative processes, 9:15, 9:30, 11:28

Admissibility, 6:124 to 6:129

Adverse employment action, 2:1, 4:1, 4:21, 6:8, 6:17, 6:18, 6:21, 6:62, 6:125, 6:128, 7:84, 7:85, 8:23, 9:1, 9:44

Adverse impact, 5:43, 6:98

Advisory opinions, 6:48, 6:121

Age discrimination claims, 2:1, 3:65, 3:86, 4:22, 5:71, 5:73, 5:95, 6:45, 6:53, 6:84, 6:95, 7A:9, 9:1, 11:67

Americans with Disabilities Act, 2:1, 3:78, 3:89, 6:14, 6:15, 6:35, 6:99, 6:102, 6:107, 6:109, 6:113, 6:115, 7:118, 7A:8, 8:30, 8:60, 9:33, 11:60

Appeals, 2:1, 2:3, 2:5, 3:36, 3:52, 3:89, 4:4, 4:6, 4:7, 4:14, 4:19, 4:21, 4:25, 4:27, 4:29 to 4:32, 4:36, 4:44, 5:8, 5:11, 5:36, 5:37, 5:43, 5:62, 5:79, 5:80, 5:82, 6:5, 6:14, 6:18, 6:21, 6:27, 6:36, 6:53, 6:54, 6:62, 6:84, 6:91, 6:100, 6:109, 6:111, 6:120, 6:125, 7:118, 7A:16, 8:6, 8:13, 8:30, 8:46, 8:50, 8:55, 8:57, 8:60, 8:63, 8:96, 8:102, 8:119, 8:126, 8:129, 8:131, 8:145, 8:161, 9:3, 9:10, 9:20, 9:22, 9:27 to 9:30, 9:32, 9:33, 9:39, 9:40, 9:46, 9:66, 11:6, 11:21, 11:28, 11:60, 11:67

Arbitration provisions, 5:82

Burdensome, 6:100, 6:101, 6:120

Causation, 2:1, 4:1, 4:22

Charges of discrimination, 3:65, 5:73, 6:6, 6:12, 6:98, 6:103, 6:107, 6:124

Class actions, 6:80, 6:84, 6:89, 6:113, 9:53

Commencement, 2:5, 5:64, 5:80, 6:6, 6:16, 6:18, 6:21, 6:31, 6:35, 6:42, 6:58, 6:80, 6:88, 6:95, 6:102, 6:111 to 6:113, 8:6, 8:171, 9:29, 9:46, 11:13

EQUAL EMPLOYMENT**OPPORTUNITY****COMMISSION—Cont'd**

Commissioners, 5:36, 6:59

Complaints, 4:6, 4:31, 5:65, 6:3, 6:5, 6:12, 6:37, 6:45, 6:62, 6:84, 6:89, 6:120, 6:125, 6:126, 9:9, 9:15, 9:18, 9:19, 9:21, 9:22, 9:26, 9:28, 9:29, 9:37, 9:39, 11:6, 11:8, 11:13, 11:14

Compliance Manual, 3:5, 3:52, 4:6, 4:14, 4:36, 5:32, 6:5

Conciliation, 4:14, 4:15, 6:2, 6:5, 6:6, 6:9, 6:15, 6:36, 6:45, 6:47 to 6:49, 6:54, 6:58 to 6:60, 6:89, 6:91, 6:99, 6:102 to 6:104, 6:106, 6:121, 6:126, 6:127, 9:1, 9:39, 9:45

Conciliation agreements, 6:45

Conciliation efforts, 4:14, 4:15, 6:9, 6:36, 6:47, 6:49, 6:54, 6:58, 6:60, 6:89, 6:99, 6:102 to 6:104, 6:106, 6:126

Confidentiality, 4:22, 6:48, 6:121

Coverage, 2:5, 3:46, 3:63, 3:87, 3:89, 4:1, 4:6, 4:10, 4:31, 4:36, 5:30, 5:36, 5:48, 5:62, 6:1, 6:60, 6:62, 6:64, 6:100, 9:1, 9:3, 11:6, 11:60

Delays, 6:18, 6:36

Disability discrimination, 2:1, 6:6

Discovery, 4:22, 4:25, 6:17, 6:18, 6:21, 6:44, 6:54, 6:62, 6:84, 6:113, 6:120, 6:121, 6:129, 8:171, 9:19, 9:21, 11:19

District, 2:1, 2:5, 3:6, 3:20, 3:35, 3:36, 3:63, 3:71, 3:86, 3:87, 3:89, 4:4, 4:6, 4:7, 4:14, 4:19, 4:22, 4:28, 4:29, 4:32, 5:2, 5:8, 5:11, 5:32, 5:36, 5:37, 5:43, 5:55, 5:60, 5:67, 5:71, 5:80, 5:82, 6:5, 6:6, 6:12, 6:14, 6:15, 6:18, 6:21, 6:27, 6:35, 6:36, 6:46, 6:49, 6:53, 6:54, 6:58, 6:60, 6:62, 6:64, 6:66, 6:80, 6:84, 6:87 to 6:89, 6:91, 6:95, 6:98, 6:100, 6:104 to 6:107, 6:109, 6:111, 6:113, 6:114, 6:116, 6:120, 6:121, 6:124 to 6:126, 6:128, 6:129, 7:85, 7:118, 7A:8, 7A:9, 8:1, 8:13,

INDEX

EQUAL EMPLOYMENT OPPORTUNITY

COMMISSION—Cont'd

8:23, 8:46, 8:55, 8:57, 8:60,
8:63, 8:96, 8:119, 8:126, 8:129,
8:131, 8:145, 8:155, 8:161,
8:171, 9:1, 9:3, 9:10, 9:17,
9:20, 9:28, 9:33, 9:38 to 9:40,
9:44, 9:46, 9:49, 9:53, 11:28,
11:67

Employers, 2:1, 3:31, 3:35, 3:36,
3:46, 3:71, 3:87 to 3:89, 4:1,
4:4, 4:6, 4:10, 4:14, 4:25, 4:28,
4:29, 4:31, 4:43, 4:44, 5:11,
5:30, 5:32, 5:36, 5:37, 5:43,
5:55, 5:60, 5:64, 5:66, 5:76,
5:79, 5:80, 5:82, 5:95, 6:1, 6:5,
6:6, 6:21, 6:31, 6:35, 6:38,
6:47, 6:64, 6:89, 6:95, 6:98,
6:100, 6:101, 6:106, 6:112,
6:121, 6:124, 6:126, 6:128,
7:96, 7A:16, 8:1, 8:13, 8:30,
8:57, 9:3, 9:28, 9:49, 11:28,
11:60, 11:67

Employment agencies, 2:1, 3:46,
3:87, 3:88, 4:1, 4:14, 4:28,
4:29, 4:43, 4:44, 5:60, 6:31,
7:85

Enforcement guidance, 9:3

Equal Pay Act, 2:1, 4:25, 6:45,
6:116, 8:145

Evidence, 2:1, 3:13, 3:35, 3:37, 3:71,
3:78, 3:89, 4:1, 4:4, 4:6, 4:7,
4:22, 4:24, 4:25, 4:29, 4:30,
4:36, 5:2, 5:8, 5:11, 5:32, 5:62,
5:79, 5:82, 6:5, 6:16, 6:18,
6:21, 6:33, 6:35, 6:43, 6:45 to
6:48, 6:54, 6:62, 6:84, 6:93,
6:98, 6:101, 6:120, 6:121, 6:124
to 6:129, 7:84, 7:85, 8:6, 8:13,
8:23, 8:46, 8:57, 8:96, 8:102,
8:129, 8:131, 8:161, 9:1, 9:15,
9:19, 9:21, 9:27, 9:29, 9:32,
9:36, 11:18, 11:19, 11:21, 11:28,
11:67

Exemptions, 2:1, 3:35, 3:36, 4:10,
5:1, 5:2, 5:4, 5:8, 5:11, 5:30,
5:32, 5:36, 5:37, 5:43, 5:48,
5:55, 5:60, 5:62, 5:64 to 5:67,
5:69, 5:71, 5:73, 5:75, 5:76,

EQUAL EMPLOYMENT OPPORTUNITY

COMMISSION—Cont'd

5:79, 5:80, 5:82, 5:95, 6:46,
6:62, 9:1

Filing charges, 4:22, 6:6, 6:27, 6:36,
6:124, 9:44

Freedom of Information Act, 6:44 to
6:46

General counsel, 3:35, 5:36, 6:127

Investigation, 2:1, 3:5, 4:14, 4:22,
4:24, 5:62, 5:71, 5:75, 5:80,
5:82, 6:5, 6:6, 6:8, 6:9, 6:45,
6:47 to 6:49, 6:59, 6:62, 6:98 to
6:101, 6:103, 6:104, 6:106,
6:121, 6:126 to 6:128, 8:23,
9:10, 9:12, 9:13, 9:17, 9:19,
9:29, 9:37, 9:43, 11:18

Jurisdiction, 2:5, 3:89, 5:11, 5:79,
5:82, 6:2, 6:12, 6:33, 6:52,
6:54, 6:58, 6:60 to 6:62, 6:64,
6:66, 6:100, 6:103, 6:107,
6:110, 6:111, 6:113, 6:121, 8:1,
8:131, 8:161, 9:17, 9:28, 9:39,
9:43, 9:44, 9:66, 11:14, 11:67

Jury trials, 6:111, 8:13, 9:43

Motion to dismiss, 3:52, 6:15, 6:21,
6:59, 6:60, 6:62, 8:171

National Labor Relations Board,
3:86, 5:82, 6:113

Negotiated grievance procedures,
9:22

Notice requirements, 4:43, 6:31

Objections, 6:100

Office of Federal Operations, 9:13,
9:27, 9:29, 9:36, 11:19, 11:21

Opposition Clause, 4:22, 4:24

Participation Clause, 4:22

Parties, 2:1, 3:10, 3:20, 3:86, 3:87,
4:7, 4:19, 5:71, 5:76, 5:80,
5:82, 6:5, 6:6, 6:9, 6:18, 6:21,
6:27, 6:33, 6:36, 6:37, 6:44,
6:46, 6:47, 6:49, 6:54, 6:59,
6:84, 6:87, 6:92, 6:93, 6:95,
6:98, 6:104, 6:106, 6:109, 6:112
to 6:115, 6:120, 6:121, 6:125,
6:126, 6:128, 7:84, 7:118, 7A:8,
7A:9, 7A:16, 8:1, 8:13, 8:57,
8:126, 8:155, 8:161, 9:9, 9:13,
9:18, 9:19, 9:21, 9:28, 9:29,

**EQUAL EMPLOYMENT
OPPORTUNITY**

COMMISSION—Cont'd

9:39, 11:13, 11:21, 11:67

Preliminary relief, 2:1, 8:126

Privacy Act, 6:45

Private actions, 6:95, 7:118

Questioning, 4:24, 6:59, 6:91

Reasonable accommodation, 11:60

Recordkeeping requirements, 4:43,
4:44

Records, 4:28, 4:44, 6:16, 6:44 to
6:46, 6:101, 6:120, 6:121, 7:85,
8:161, 9:32, 11:19

Remedies, 2:1, 2:5, 3:13, 4:1, 4:15,
6:1, 6:2, 6:5, 6:6, 6:8, 6:18,
6:33, 6:35, 6:37, 6:43, 6:49,
6:53, 6:58, 6:61, 6:89, 6:91,
6:93, 6:99, 6:105 to 6:107,
6:109, 6:113, 7A:8, 7A:16, 8:1,
8:6, 8:13, 8:23, 8:30, 8:46,
8:50, 8:55, 8:57, 8:60, 8:63,
8:75, 8:96, 8:102, 8:109, 8:111,
8:119, 8:126, 8:129, 8:131,
8:145, 8:146, 8:155, 8:161,
8:171, 8:175, 9:1, 9:10, 9:13,
9:20, 9:21, 9:29, 9:30, 9:36,
9:38 to 9:40, 9:43, 9:59, 9:66,
11:6, 11:8

Retaliation, 2:1, 3:5, 3:6, 4:1, 4:14,
4:15, 4:19, 4:21, 4:22, 4:24,
4:25, 6:5, 6:6, 6:8, 6:37, 6:115,
8:23, 8:30, 8:96, 8:102, 8:109,
8:111, 8:129, 8:161, 9:1, 9:21,
9:28, 9:33, 9:43, 9:55, 11:6,
11:28

Settlements, 2:1, 5:65, 5:76, 6:47,
6:113, 6:128, 7:118

Sexual harassment, 4:7, 6:103, 6:104

Statutes of limitation, 6:53

Strike, 3:86, 4:7, 6:126, 7A:9, 9:10

Subpoena powers, 6:100

Subpoenas, 6:45, 6:100, 11:18, 11:19

Time-barred, 6:18, 6:33, 6:53, 6:60,
6:84, 6:92, 6:95, 6:106, 6:107,
6:124, 8:30, 8:129

Tolling, 6:1, 6:5, 6:9, 6:12, 6:15,
6:18, 6:21, 6:27, 6:31, 6:33,
6:35, 6:36, 6:52, 6:54, 6:62,

**EQUAL EMPLOYMENT
OPPORTUNITY**

COMMISSION—Cont'd

6:80, 6:91, 6:106, 9:10, 9:44,
11:28

Undue hardship, 11:60

Unions, 4:6, 4:31, 6:112

EQUAL PAY ACT

Compensation, 2:1, 4:5, 8:120

Defenses, 2:1

Differentials, 4:5

Enforcement, 2:1, 6:45, 6:74, 6:116,
8:145, 8:147

Evidence, 2:1, 4:25, 6:45, 7:58,
7:108, 8:120

Experience, 2:1, 4:5

Intervention, 2:1

Jurisdiction, 6:74

Parties, 2:1, 3:19

Prima facie case, 2:1, 7:108

Prohibition, 2:1, 8:147

Remedies, 2:1, 8:120, 8:145, 8:147

Retaliation, 2:1, 4:25

Subpoenas, 6:45

Venue, 7:58

EQUITABLE ESTOPPEL

Retirement plans, 5:51

ERISA

Enforcement, 3:10, 4:17, 5:28, 5:34,
5:63, 5:82, 5:87, 6:18, 6:92,
7:25

EVIDENCE

Admissibility, 6:77, 6:122 to 6:129,
7:59, 7:97, 7:111, 7:117

Affidavits, 4:7, 6:35, 6:82, 6:84,
6:123, 7:57, 7:68

Age claims, 3:49

Aliens, 3:45, 9:1

Arbitration decisions, 7A:17

Burden of establishing, 3:35, 5:10,
5:31, 5:79, 7:4, 7:31, 7:44,
7:97, 8:46, 11:40

Burden of Proof, 2:2, 3:13, 5:8, 5:10,
5:51, 5:56, 5:57, 5:79, 6:51,
6:54, 6:84, 7:4, 7:7, 7:26, 7:37,
7:74, 7:77, 7:79, 7:81, 7:87,
7:90, 7:97, 7A:15, 8:5, 8:19,

INDEX

EVIDENCE—Cont'd

8:46, 8:58, 8:66, 8:81, 9:41,
10:23, 11:66, 11:69
Business necessity, 4:42, 5:15, 5:16,
5:20, 6:26, 7:87 to 7:90
Child labor, 5:12
Class actions, 6:78, 6:84, 7:77, 7:78,
7A:5, 7A:10
Comparators, 6:62, 7:15, 7:23,
7:108, 8:29
Compromise, 5:51, 6:26, 6:47,
6:126, 6:128, 8:44
Cross-examination, 7:9, 7:72, 7:77,
7:98
Damages, 2:1, 2:4, 3:78, 3:91, 3:94,
4:11, 5:31, 5:82, 5:86, 5:91,
6:26, 6:48, 6:62, 6:121, 6:128,
6:129, 7:3, 7:26, 7:27, 7:64,
7:77, 7:90, 7A:5, 8:4 to 8:6,
8:9, 8:13, 8:14, 8:19, 8:20,
8:23, 8:29, 8:31, 8:33, 8:38 to
8:40, 8:42 to 8:44, 8:46, 8:53,
8:57 to 8:59, 8:62, 8:64, 8:66,
8:67, 8:70, 8:72, 8:79, 8:81,
8:84, 8:85, 8:87 to 8:92, 8:94 to
8:96, 8:98 to 8:102, 8:117,
8:120, 8:124, 8:127, 8:131,
8:132, 8:136, 8:140, 8:148,
8:161, 8:176, 9:31, 9:32, 9:41,
10:3, 10:19, 10:34, 11:2, 11:66,
11:69
Defenses, 2:1, 2:2, 3:35, 5:2, 5:5, 5:7
to 5:20, 5:31, 5:32, 5:40 to
5:42, 5:51, 5:56, 5:57, 5:62,
5:77 to 5:79, 5:82, 5:83, 5:86,
5:91, 6:51, 6:78, 6:82, 6:84,
7:21, 7:46, 7:64, 7:77, 7:84,
7:88
Direct evidence, 2:2, 3:29, 4:4, 4:12,
4:16, 4:41, 5:16, 5:57, 6:62,
6:120, 6:125, 7:2, 7:6, 7:7, 7:10
to 7:12, 7:24, 7:28, 7:32, 7:48,
7:50, 7:57, 7:66, 7:71 to 7:74,
7:76, 7:77, 7:79, 7:81, 7:83 to
7:86, 7:99, 7:101, 7:103, 7:106,
7:107, 7:110, 7:112, 7:114,
7:115, 8:89, 8:90, 8:94, 9:1, 9:2,
9:41, 11:2, 11:67
Disciplinary proceedings, 7:74
Discovery, 4:22, 4:25, 5:56, 6:18,
6:21, 6:34, 6:54, 6:62, 6:78,

EVIDENCE—Cont'd

6:82, 6:84, 6:120, 6:121, 6:129,
7:46, 7:73, 7:77, 7:105, 7A:5,
8:5, 9:19, 9:21, 11:19
Disparate treatment, 2:2, 3:71, 4:4,
4:6, 4:36, 4:41, 4:42, 5:16 to
5:18, 5:20, 5:32, 5:41, 6:7,
6:62, 6:120, 6:128, 7:6, 7:7,
7:9, 7:50, 7:54, 7:59, 7:62,
7:63, 7:74, 7:76 to 7:79, 7:81,
7:83, 7:87, 7:89, 7:90, 7:93,
7:97, 7:105, 7:108, 7:111, 8:29,
8:92, 8:94 to 8:96, 8:98, 9:1,
11:69
Disparate treatment and disparate
impact, 5:16, 5:18
Documentary evidence, 6:45, 7:85
Education, 2:2, 3:64, 4:4, 4:9, 4:16,
4:41, 5:11, 5:31, 6:7, 6:18, 7:15,
7:20, 7:28, 7:36, 7:37, 7:57,
7:59, 7:68, 7:75, 7:86, 7:106,
7:108, 7:111, 7:114, 8:40, 8:43,
8:57, 8:132, 8:139, 9:2, 10:2,
10:3, 10:12, 10:23, 10:39, 11:66
Employee Retirement Income Secu-
rity Act, 3:18, 4:41, 5:20, 5:40,
5:82, 7:25, 7:90, 8:6
Employment agency, 4:1, 4:12, 4:17,
4:29, 5:2, 5:14, 5:56, 5:57,
6:33, 6:62, 7:9, 7:59, 8:148,
11:66
Executive Orders, 11:2, 11:18, 11:19,
11:21, 11:28, 11:39, 11:40,
11:66, 11:67, 11:69
Exhibits, 7A:17, 8:9
Expert testimony, 5:11, 7:59, 7:111,
8:33, 8:58
Expert witnesses, 5:10, 5:12
Findings of fact, 5:10, 6:78, 6:126,
7:10, 7:117
Legitimate, 2:1, 3:71, 4:8, 4:17,
4:24, 4:25, 4:41, 4:42, 5:2, 5:5,
5:16, 5:17, 5:31, 5:56, 5:57,
6:21, 6:26, 6:34, 6:125, 7:2,
7:3, 7:6 to 7:8, 7:10, 7:13 to
7:15, 7:26, 7:27, 7:31, 7:32,
7:34 to 7:40, 7:42, 7:43, 7:46,
7:49 to 7:52, 7:55, 7:57 to 7:59,
7:62, 7:65, 7:66, 7:68 to 7:71,
7:73, 7:74, 7:76, 7:77, 7:79 to
7:81, 7:83, 7:84, 7:86 to 7:88,

EVIDENCE—Cont'd

7:90, 7:91, 7:97, 7:98, 7:101, 7:102, 7:105 to 7:108, 7:112, 7:114, 7:117, 7A:15, 8:4, 8:5, 8:9, 8:19, 8:64, 8:67, 10:3, 10:12, 10:19, 10:23, 10:34, 11:40, 11:67, 11:69

Mixed motives, 7:3, 7:79 to 7:84, 9:41

Multiple regression analysis, 7:59

Objections, 5:51, 7:27, 7:81

Personal knowledge, 3:70, 6:18, 6:123, 7:27

Plaintiff, 2:1, 2:2, 2:4, 3:13, 3:17, 3:18, 3:35, 3:45, 3:49, 3:64, 3:70, 3:71, 3:78, 3:89, 3:91, 3:94, 4:1, 4:4, 4:6 to 4:9, 4:11, 4:12, 4:17, 4:22, 4:24, 4:25, 4:29, 4:30, 4:36, 4:41, 5:2, 5:5, 5:8, 5:10 to 5:20, 5:31, 5:32, 5:40, 5:51, 5:56, 5:57, 5:78, 5:79, 5:82, 5:83, 5:86, 6:5, 6:7, 6:16, 6:18 to 6:21, 6:26, 6:29, 6:33 to 6:35, 6:43, 6:46, 6:51, 6:54, 6:56, 6:62, 6:72, 6:77, 6:78, 6:82, 6:84, 6:93, 6:98, 6:120, 6:121, 6:123 to 6:129, 7:2 to 7:4, 7:6 to 7:20, 7:22 to 7:27, 7:29 to 7:87, 7:89 to 7:93, 7:95, 7:97 to 7:103, 7:105 to 7:112, 7:114 to 7:117, 7A:15, 7A:17, 8:4 to 8:6, 8:9, 8:13, 8:14, 8:19, 8:20, 8:23, 8:29, 8:31, 8:33, 8:38 to 8:40, 8:42 to 8:44, 8:46, 8:53, 8:57 to 8:59, 8:62, 8:64, 8:66, 8:67, 8:70, 8:72, 8:81, 8:84, 8:85, 8:87 to 8:90, 8:92, 8:94 to 8:96, 8:99, 8:101, 8:102, 8:117, 8:120, 8:124, 8:127, 8:129, 8:131, 8:132, 8:136, 8:139, 8:140, 8:160, 8:161, 8:166, 8:176, 9:1, 9:2, 9:21, 9:29, 9:41, 10:2, 10:3, 10:12, 10:22, 10:23, 10:34, 10:39, 11:2, 11:39, 11:40, 11:66, 11:67, 11:69

Pretext, 2:1, 4:4, 4:41, 5:20, 5:56, 6:18, 6:77, 6:125, 6:129, 7:6, 7:7, 7:9, 7:10, 7:13, 7:14, 7:17, 7:18, 7:20, 7:27, 7:30, 7:31, 7:34, 7:36, 7:37, 7:40, 7:41, 7:43, 7:50, 7:52, 7:55, 7:57,

EVIDENCE—Cont'd

7:59, 7:62, 7:65, 7:68, 7:71 to 7:76, 7:79, 7:81, 7:83, 7:86, 7:97, 7:98, 7:101, 7:102, 7:105 to 7:108, 7:110 to 7:112, 7:114, 7:116, 8:23, 8:85, 8:94, 9:41, 11:40, 11:67, 11:69

Prima facie case, 2:1, 3:78, 3:89, 4:4, 4:6 to 4:8, 4:11, 4:22, 4:36, 4:41, 5:14, 5:16, 5:19, 5:32, 5:42, 5:51, 6:5, 6:21, 6:62, 6:77, 6:84, 6:120, 6:124, 7:4, 7:6 to 7:15, 7:17 to 7:27, 7:29 to 7:39, 7:41 to 7:43, 7:45 to 7:57, 7:59, 7:61 to 7:66, 7:68, 7:71, 7:73 to 7:77, 7:79, 7:81, 7:84, 7:86, 7:87, 7:90 to 7:93, 7:95, 7:97 to 7:99, 7:101 to 7:103, 7:105 to 7:108, 7:110 to 7:112, 7:114, 8:94, 9:1, 9:41, 10:22, 11:39, 11:67, 11:69

Privileges, 2:1, 3:17, 3:18, 4:1, 4:7, 4:9, 5:56, 6:121, 7:6, 7:26, 7:30, 7A:17, 8:9, 9:1, 10:19

Proffer, 5:41, 6:84, 7:74, 7:81, 7:114, 8:19

Railway Labor Act, 2:4, 5:2, 5:11

Remarks, 6:62, 6:125, 6:128, 7:10, 7:25, 7:27, 7:30, 7:55, 7:57, 7:59, 7:75, 7:76, 7:83, 7:86, 7:99, 7:106, 7:107, 7:110 to 7:112, 7:117, 8:99

Retaliation, 2:1, 3:29, 3:91, 4:1, 4:8, 4:16, 4:17, 4:22, 4:24, 4:25, 5:91, 6:5, 6:7, 7:3, 7:6, 7:9, 7:16, 7:20, 7:24 to 7:30, 7:34, 7:40, 7:46, 7:65, 7:66, 7:81 to 7:83, 7:97, 7:107, 7:112, 8:23, 8:67, 8:95, 8:96, 8:102, 8:127, 8:129, 8:161, 8:176, 9:1, 9:2, 9:21, 11:28, 11:66

Sanctions, 9:19, 9:29

Similarly situated employees, 6:82, 6:98, 6:120, 7:15, 7:20, 7:22, 7:23, 7:27, 7:32, 7:46, 7:49, 7:50, 7:74, 7:76, 7:83, 7:103, 7:108, 7:111, 7A:15

Spoliation, 7:85

State law, 2:4, 3:45, 4:22, 5:91, 7:24, 7A:15, 8:9, 8:89, 8:117, 8:120, 8:161, 10:2, 10:3, 10:12, 10:22,

INDEX

EVIDENCE—Cont'd

10:34, 10:39, 11:69

Statistical evidence, 5:42, 6:84,
6:120, 6:122, 6:123, 7:11, 7:49,
7:50, 7:55, 7:57, 7:59 to 7:63,
7:65, 7:77, 7:87, 7:88, 7:90 to
7:93, 7:95, 7:102, 7:110, 7:111

Stereotyping, 5:7, 5:17

Stray remarks, 6:125, 7:76, 7:86,
7:99, 7:106, 7:110, 7:112

Summary judgment, 2:1, 3:18, 3:29,
3:49, 3:64, 3:70, 3:71, 3:78,
3:91, 3:94, 4:4, 4:6 to 4:8, 4:11,
4:16, 4:24, 4:29, 4:41, 5:11,
5:16, 5:17, 5:19, 5:20, 5:31,
5:40, 5:41, 5:51, 5:56, 6:19,
6:21, 6:33 to 6:35, 6:56, 6:62,
6:77, 6:84, 6:120, 6:124, 6:125,
7:6, 7:7, 7:10 to 7:13, 7:17,
7:20, 7:21, 7:25 to 7:28, 7:30,
7:34, 7:35, 7:37, 7:39, 7:40,
7:43, 7:46 to 7:50, 7:52, 7:55,
7:57 to 7:59, 7:61, 7:63, 7:65,
7:74, 7:75, 7:77, 7:78, 7:81 to
7:83, 7:85 to 7:87, 7:90, 7:97 to
7:103, 7:105 to 7:112, 7:117,
8:9, 9:2, 10:19, 10:22, 10:34,
10:39, 11:66, 11:69

Title VII, 2:1, 2:2, 3:18, 3:37, 3:45,
3:49, 3:64, 3:89, 3:91, 3:94,
4:4, 4:7, 4:8, 4:17, 4:22, 4:24,
4:25, 4:42, 5:2, 5:7, 5:10, 5:12,
5:14, 5:16, 5:17, 5:20, 5:42,
5:56, 5:57, 5:82, 6:5, 6:16,
6:26, 6:29, 6:46, 6:47, 6:54,
6:72, 6:101, 6:120, 6:121,
6:123, 6:125 to 6:127, 7:2, 7:3,
7:6 to 7:8, 7:13, 7:15, 7:19,
7:25 to 7:27, 7:30, 7:33, 7:43,
7:46, 7:57, 7:58, 7:61, 7:62,
7:65, 7:72 to 7:91, 7:97, 7:101,
7:102, 7:107, 7:112, 7:114,
7:115, 7A:4, 7A:5, 7A:17, 8:4,
8:5, 8:29, 8:38, 8:39, 8:42,
8:44, 8:57, 8:62, 8:66, 8:67,
8:120, 8:127, 8:129, 8:148, 9:1,
9:2, 9:21, 9:41, 10:3, 10:22,
10:34, 11:2, 11:40, 11:66, 11:67

Types of evidence, 6:122, 7:83

USERRA cases, 3:91

EVIDENCE—Cont'd

Weight, 5:8, 5:91, 6:123, 7:13, 7:35,
7:40, 7:49, 7:59, 7:61, 7:74 to
7:76, 7:85, 7:86, 7:97, 7:108,
7:110, 7A:4, 8:13, 10:22

Witnesses, 2:2, 5:10, 5:12, 6:45,
6:121, 6:123, 6:125, 7:74, 7:77,
7:97, 7:98, 7:105, 7:112, 9:19,
11:18

Work history, 8:62

EXAMINATION

Federal employment, 2:4

EXCLUSIVITY

Railway Labor Act, 2:4

Unions, 6:112

EXECUTIVE ORDERS

Federal employment, 11:69

EXPERT

Costs, 4:5, 5:12, 5:19, 7:77, 7A:10,
8:29, 8:33, 8:53, 8:58, 8:65,
8:69, 8:71, 8:92, 8:105, 8:161,
8:164, 8:172, 8:173

Discovery, 6:62, 7:77

Fair Labor Standards Act, 3:89, 5:59,
8:164, 8:172, 8:173

Selection, 5:10, 7:59, 7:63, 7:95

Witness, 6:125, 7:59, 7:62, 7:63,
7:95, 8:29, 8:164, 8:173

EXTENT

Federal employment, 6:78, 9:52

Labor Management Relations Act,
5:59

Unions, 1:4, 5:59, 7:58, 7A:1

FACTORS

Federal employment, 3:77, 6:78,
9:10

FAILURE TO FILE

Federal employment, 6:52, 9:44

National Labor Relations Board,
6:113

FAIR DEALING

At-will employment, 10:38

FAIR LABOR STANDARDS ACT

Affirmative defenses, 3:35, 5:3, 5:59, 5:62
 Airlines, 6:82, 6:113, 8:81, 8:103, 8:110, 8:112, 8:114, 8:130, 8:144, 8:145, 8:147
 Appeals, 2:3, 3:81, 3:89, 5:3, 5:59, 5:62, 6:53, 6:79, 6:82, 6:84, 6:100, 8:30, 8:35, 8:39, 8:48, 8:74, 8:81, 8:103, 8:106, 8:108, 8:110, 8:112, 8:114, 8:129, 8:144, 8:145, 8:156, 8:172, 9:2, 9:46, 9:66, 10:22
 Approval, 6:83, 8:103
 Arbitration agreements, 6:107, 6:113, 7A:1, 8:129
 Back wages, 6:95, 8:112, 9:54
 Bad faith, 8:86, 8:155
 Burden of proof, 6:68, 6:84, 8:48, 8:81, 8:86, 8:173
 Collateral estoppel, 6:95
 Collective bargaining agreements, 5:59, 7A:1
 Commerce, 3:74, 3:89, 6:64, 10:25
 Common law, 3:14, 3:16, 3:26, 3:81, 8:1, 8:39, 8:74, 8:147, 8:155
 Common ownership, 3:89
 Complaints, 3:81, 6:84
 Conformity, 6:84
 Congress, 2:3, 3:26, 3:74, 3:81, 3:89, 5:3, 5:59, 6:31, 6:53, 6:64, 6:84, 6:106, 6:112, 6:113, 7:78, 7A:1, 8:30, 8:74, 8:78, 8:81, 8:108, 8:144, 8:155, 8:173, 9:2, 9:46, 9:54, 9:63, 9:66, 10:22, 10:25
 Consent decrees, 6:113, 8:151, 8:152
 Constitutionality, 3:74, 10:25
 Costs, 6:81, 6:84, 8:1, 8:30, 8:35, 8:39, 8:48, 8:72, 8:74, 8:75, 8:78, 8:81, 8:86, 8:87, 8:103, 8:106, 8:108 to 8:114, 8:129, 8:130, 8:144, 8:145, 8:147, 8:150 to 8:152, 8:155, 8:156, 8:164, 8:172, 8:173, 9:66
 Coverage, 3:26, 3:81, 3:89, 5:59, 5:62, 6:64, 6:100, 8:35, 9:2, 10:25
 Credit, 6:84, 8:1

FAIR LABOR STANDARDS ACT**—Cont'd**

Damages, 5:3, 6:95, 6:107, 6:112, 6:113, 8:1, 8:35, 8:39, 8:48, 8:72, 8:74, 8:75, 8:78, 8:81, 8:86, 8:87, 8:103, 8:106, 8:108 to 8:114, 8:144, 8:145, 8:147, 8:173, 9:63, 10:25
 Date, 6:53, 6:80, 6:84, 6:95, 6:106, 8:30, 8:39, 8:48, 8:74, 8:113, 9:46, 10:22
 Defenses, 3:35, 5:3, 5:59, 5:62, 6:78, 6:82, 6:84, 10:25
 Department of Labor, 2:3, 5:62, 6:82, 8:30, 8:103
 Depositions, 6:84, 6:113, 8:172
 Discovery, 6:68, 6:78, 6:79, 6:82 to 6:84, 6:113, 10:25
 Discrimination, 2:3, 3:14, 3:16, 3:26, 3:34, 3:35, 3:74, 3:81, 3:89, 5:3, 5:59, 5:62, 6:31, 6:53, 6:61, 6:64, 6:68, 6:78 to 6:84, 6:86, 6:95, 6:99 to 6:101, 6:105 to 6:107, 6:112, 6:113, 7:78, 7A:1, 8:1, 8:30, 8:35, 8:39, 8:48, 8:72, 8:74, 8:75, 8:78, 8:81, 8:86, 8:87, 8:103, 8:106, 8:108 to 8:114, 8:129, 8:130, 8:144, 8:145, 8:147, 8:150 to 8:152, 8:155, 8:156, 8:164, 8:172, 8:173, 9:2, 9:46, 9:53, 9:54, 9:63, 9:66, 10:22, 10:25
 Emotional distress, 8:1, 8:86, 8:108, 8:109, 8:111, 9:63
 Employ, 2:3, 3:81, 5:59, 6:84
 Employee, 2:3, 3:14, 3:16, 3:26, 3:34, 3:35, 3:81, 3:89, 5:59, 6:31, 6:78, 6:84, 6:95, 6:99, 6:106, 6:107, 6:112, 6:113, 7A:1, 8:35, 8:39, 8:48, 8:81, 8:86, 8:87, 8:103, 8:113, 8:129, 8:144, 8:156, 9:2, 9:46, 9:63, 9:66, 10:22
 Employer, 3:14, 3:16, 3:35, 3:81, 3:89, 5:3, 5:59, 5:62, 6:31, 6:68, 6:78, 6:81, 6:82, 6:84, 6:95, 6:100, 6:101, 6:106, 6:107, 6:112, 6:113, 7:78, 8:1, 8:30, 8:35, 8:39, 8:72, 8:74, 8:78, 8:81, 8:86, 8:87, 8:103, 8:106, 8:108, 8:112, 8:113,

INDEX

FAIR LABOR STANDARDS ACT

—Cont'd

8:129, 8:144, 8:147, 8:152, 9:2,
9:54, 9:63, 10:22
Employer-employee relationship,
3:14
Employment contracts, 5:59
Enforcement, 2:3, 5:3, 6:31, 6:53,
6:61, 6:64, 6:68, 6:78 to 6:84,
6:86, 6:95, 6:99 to 6:101, 6:105
to 6:107, 6:112, 6:113, 7A:1,
8:1, 8:75, 8:108, 8:110, 8:129,
8:130, 8:144, 8:145, 8:147,
8:152, 8:156, 8:172, 9:2, 9:54,
9:63, 9:66, 10:22
Enterprise, 6:84
Estoppel, 6:31, 6:95
Evidence, 3:35, 3:89, 5:62, 6:78,
6:82, 6:84, 6:101, 7:78, 8:39,
8:72, 8:81, 8:87, 8:129, 9:2,
10:22
Exceptions, 2:3, 3:26, 3:34, 3:35,
3:81, 6:95, 8:81, 8:130
Exemptions, 3:26, 3:35, 3:81, 5:3,
5:59, 5:62, 6:82
Expert witness testimony, 8:173
Federal employment, 3:81, 6:78, 9:2,
9:53, 9:54, 9:63
Federal law, 5:59, 8:112
Findings of fact, 6:78
Fine, 3:89
Foreign country, 3:89, 5:59
Gender, 3:81, 9:66
Good faith, 5:62, 6:99, 8:39, 8:81,
8:87, 8:103, 8:106, 8:129
Goods, 8:150, 10:25
Independent contractors, 3:14
Individual employment contracts,
5:59
Injunctions, 8:1, 8:129, 8:151
Judgment notwithstanding the
verdict, 8:86
Jurisdiction, 3:81, 3:89, 5:59, 6:61,
6:64, 6:68, 6:78, 6:100, 6:107,
6:113, 7A:1, 8:1, 8:110, 8:130,
9:66
Jury trial, 6:61, 8:72, 8:110, 9:54,
9:66
Knowledge, 5:62, 6:31, 8:86

FAIR LABOR STANDARDS ACT

—Cont'd

Labor organizations, 6:31, 8:144
Legislative history, 3:35, 3:74, 3:89,
5:59, 6:53, 6:68, 6:79, 6:112,
8:108, 8:110, 8:144, 9:2, 10:22
Liquidated damages, 6:95, 6:112,
6:113, 8:1, 8:72, 8:74, 8:75,
8:78, 8:81, 8:86, 8:87, 8:103,
8:106, 8:108, 8:110, 8:112 to
8:114, 8:144, 9:63
Minimum wage, 3:74, 3:81, 6:79,
8:113
National Labor Relations Board,
6:113
Notice, 3:16, 3:35, 5:59, 6:31, 6:53,
6:79 to 6:84, 6:86, 6:106,
6:107, 9:2, 9:46
Overtime, 6:31, 6:79, 6:84, 8:1, 8:39,
8:48, 8:72, 8:108, 8:110, 8:144
Parts, 9:2
Place of work, 3:16
Pleadings, 6:61, 6:82 to 6:84, 6:113
Police, 5:3, 6:31, 8:39, 10:22, 10:25
Prejudgment interest, 8:1, 8:112 to
8:114
Prima facie case, 3:89, 6:84, 10:22
Public employees, 5:3
Punitive damages, 6:107, 6:113,
8:74, 8:78, 8:108 to 8:111, 9:63
Questions of law and fact, 6:78
Regulations, 2:3, 3:34, 3:35, 5:3,
5:59, 6:31, 8:103, 8:108, 9:2,
9:46, 9:66
Remedies, 3:16, 6:53, 6:61, 6:68,
6:78, 6:99, 6:105 to 6:107,
6:113, 7A:1, 8:1, 8:30, 8:35,
8:39, 8:48, 8:72, 8:74, 8:75,
8:78, 8:81, 8:86, 8:87, 8:103,
8:106, 8:108 to 8:114, 8:129,
8:130, 8:144, 8:145, 8:147,
8:150 to 8:152, 8:155, 8:156,
8:164, 8:172, 8:173, 9:63, 9:66
Reports, 3:26, 6:82, 9:2
Retaliation, 3:81, 8:30, 8:109, 8:111,
8:129, 9:2
Schools, 3:81
Seamen, 3:89
Secretary of Labor, 6:105, 6:112,
8:113, 8:129

**FAIR LABOR STANDARDS ACT
—Cont'd**

Settlement, 6:79, 6:113, 8:48, 8:152, 9:66
 Settlements, 6:113, 8:152
 Sex, 2:3, 3:81, 9:2, 10:22
 Similarly situated plaintiffs, 6:84
 Standard of proof, 6:82
 Statute of limitations, 6:31, 6:53, 6:80, 6:100, 6:106, 6:107, 8:30, 9:46
 Students, 3:81
 Successor employers, 8:151
 Summary judgment, 3:14, 6:68, 6:84, 7:78, 8:103, 9:2, 10:22
 Trainees, 8:129
 Trial, 5:62, 6:61, 6:68, 6:78, 6:81 to 6:84, 6:113, 7:78, 8:72, 8:86, 8:87, 8:106, 8:110, 8:114, 8:129, 8:151, 8:152, 8:156, 8:164, 8:172, 9:54, 9:66
 United States, 3:81, 3:89, 5:59, 6:83, 6:95, 6:106, 6:112, 7A:1, 8:30, 8:151, 8:155, 9:2, 9:46, 9:54, 9:63, 9:66, 10:25
 Venue, 6:113
 Volume of business, 3:34
 Waiting, 6:61, 6:83, 6:105
 Willful violations, 8:1, 8:72, 8:74, 8:78, 8:87

FAIR REPRESENTATION

Choice of forum, 7:58
 Claims, 3:86, 5:2, 5:11, 6:116, 7:58
 Disabilities, 7:58
 Hiring hall, 3:85
 Relief, 3:86, 7:58
 Standard, 3:85, 5:2

**FAMILY AND MEDICAL LEAVE
ACT**

Benefits, 6:117, 8:9, 8:35, 8:106, 8:122
 Burden of proof, 8:81
 Compensation, 6:117, 8:9, 8:43
 Coverage, 8:9, 8:35
 Damages, 8:9, 8:35, 8:43, 8:81, 8:106
 Disability, 7:82, 8:9, 8:122

**FAMILY AND MEDICAL LEAVE
ACT—Cont'd**

Discrimination, 6:117, 7:82, 8:9, 8:35, 8:43, 8:81, 8:106, 8:122
 Employees, 6:117, 7:82, 8:9, 8:35, 8:122
 Employers, 8:9
 Enactment, 8:9
 Enforcement, 6:117, 8:9
 Evidence, 7:82, 8:9, 8:43, 8:81
 Federal government, 8:35, 8:43, 8:81, 8:106, 8:122
 Immunity, 8:9
 Litigation, 7:82, 8:9, 8:122
 Purpose, 8:35
 Remedies, 6:117, 8:9, 8:35, 8:43, 8:81, 8:106, 8:122
 Requirements, 8:9, 8:43
 Retaliation, 6:117, 7:82
 Schools, 7:82
 Substance abuse, 6:117
 Universities, 8:9

FEDERAL ARBITRATION ACT

National Labor Relations Board, 5:82, 6:113

FEDERAL CONTRACTORS

Employment practices, 11:55, 11:57

FEDERAL DISTRICT COURTS

Unions, 8:130

FEDERAL EMPLOYMENT

Agencies, 3:80, 3:81, 9:1, 9:63
 Agency actions, 9:2
 Amendment, 2:4, 3:77, 3:80, 3:81, 9:2, 9:54
 Applicability, 3:81
 Arbitration, 2:4, 7A:6
 Charges, 3:77, 9:10, 9:44
 Choice, 3:81
 Collective bargaining, 2:4, 7A:6
 Collective bargaining agreements, 2:4
 Complaints, 3:81
 Conflict, 3:80
 Costs, 3:77, 8:175
 Courts, 2:4, 3:77, 3:81, 6:52, 7A:6, 8:175, 9:2, 9:10, 9:43, 9:44,

INDEX

FEDERAL EMPLOYMENT

—Cont'd

9:52, 9:54, 9:55, 9:59, 9:63, 11:69
Date, 6:52, 9:10, 9:44
Decisions, 2:4, 3:29, 3:81, 4:16, 7:28, 8:175, 9:1, 9:2, 9:10, 9:52, 9:55, 9:59, 11:69
Determinations, 6:78
Discovery, 6:78
Discrimination, 2:4, 3:29, 3:77, 3:80, 3:81, 4:16, 5:23, 6:52, 6:78, 7:28, 7A:6, 8:175, 9:1 to 9:3, 9:10, 9:43, 9:44, 9:50, 9:52 to 9:55, 9:59, 9:63, 11:69
Duties, 9:10, 9:52, 9:55
Enforcement, 2:4, 3:80, 6:52, 6:78, 8:175, 9:1 to 9:3, 9:10, 9:54, 9:55, 9:59, 9:63
Equal Employment Opportunity Commission, 6:52, 8:175, 9:1, 9:3, 9:10, 9:43, 9:44, 9:53, 9:55, 9:59
Equitable grounds, 9:44
Evidence, 2:4, 3:29, 4:16, 6:78, 7:28, 9:1, 9:2, 11:69
Exceptions, 3:81, 9:3, 9:10
Executive Orders, 11:69
Factors, 3:77, 6:78, 9:10
Fair Labor Standards Act, 3:81, 6:78, 9:2, 9:53, 9:54, 9:63
Fees, 8:175, 9:59
Filing, 3:29, 3:77, 4:16, 6:52, 7:28, 9:1, 9:2, 9:10, 9:43, 9:44, 9:50, 9:53, 11:69
Findings, 6:78
Findings of fact, 6:78
Grievances, 9:10
Guidance, 8:175, 9:3, 9:10, 9:54, 9:59, 11:69
Investigations, 9:53
Issuance, 9:1
Issues, 2:4, 3:81, 6:78, 9:2, 9:10, 11:69
Jurisdiction, 2:4, 3:77, 3:81, 6:52, 6:78, 9:43, 9:44, 9:52
Labor relations, 2:4, 3:81
Members, 2:4, 3:77, 3:81, 6:78, 9:3

FEDERAL EMPLOYMENT

—Cont'd

National Labor Relations Act, 2:4, 3:81
Nature, 8:175, 9:2, 9:10, 9:44, 9:59
Notice, 6:52, 9:1, 9:2, 9:10, 9:43, 9:44
Objections, 9:52
Officials, 3:29
Orders, 2:4, 3:81, 9:1, 11:69
Parties, 6:78, 7A:6, 9:54
Power, 2:4, 3:81
Private parties, 9:54
Proceedings, 9:53
Prohibition, 2:4, 3:29, 4:16, 7:28, 9:1, 9:2
Proof, 9:1, 11:69
Protection, 2:4, 3:29, 3:77, 5:23, 9:1, 9:3, 9:59
Railway Labor Act, 2:4
Record, 9:10
Regulation, 2:4, 5:23, 8:175, 9:10, 9:55, 9:59, 11:69
Regulations, 2:4, 3:29, 4:16, 7:28, 9:1, 9:2, 9:10, 9:59, 11:69
Remedies, 2:4, 6:78, 8:175, 9:1, 9:10, 9:43, 9:50, 9:59, 9:63
Representatives, 6:78, 9:3
Retaliation, 3:29, 3:80, 3:81, 4:16, 7:28, 9:1, 9:2, 9:43, 9:55
Review, 2:4, 3:29, 3:81, 4:16, 7:28, 9:2, 9:52
Rights, 2:4, 3:80, 3:81, 6:52, 7A:6, 8:175, 9:2, 9:3, 9:10, 9:43, 9:44, 9:52, 9:54, 9:59, 11:69
Role, 4:16, 6:78, 7:28, 9:2
Rules, 3:80, 3:81, 9:1, 9:52, 9:53, 9:55
Scope, 9:2, 9:43, 9:53
Selection, 3:81, 9:10
Service, 3:29, 3:77, 4:16, 7:28, 7A:6, 9:1 to 9:3, 9:10, 9:44, 9:54
Standards, 2:4, 3:81, 6:78, 9:1, 9:2, 9:53 to 9:55, 9:63, 11:69
Statute of limitations, 6:52, 9:10, 9:44
Unions, 3:81
Violations, 2:4, 7A:6, 9:44, 11:69

FEDERAL QUESTION

Jurisdiction, 6:65, 6:67

FEDERAL STATUTES

Affirmative defenses, 5:21, 5:59

Americans with Disabilities Act, 6:109

Arbitration, 2:4, 6:109

Collective bargaining agreement, 3:7, 4:6, 4:31, 5:59

Color of state law, 2:4, 11:37, 11:52

Due process, 11:1

Equal protection, 2:4, 3:76, 11:1

Parties, 5:59, 6:109

Prohibited practices, 4:6, 4:31

Remedies, 2:4, 3:76, 6:109, 8:6, 8:108, 8:120, 8:154, 11:37, 11:52

FEES

Collective bargaining agreements, 7A:15, 9:65

FILING

National Labor Relations Act, 5:82, 8:30

FINDINGS

Railway Labor Act, 5:2

FIRST AMENDMENT

Child labor, 10:25

Retaliation claims, 3:81, 5:58, 11:66

Section 1983, 11:66

FITNESS

Wellness programs, 3:31

FLIGHT ENGINEERS

Mandatory retirement, 4:9, 5:8

FLORIDA

Age Discrimination in Employment Act, 2:1, 2:4, 3:58, 3:75, 3:76, 3:93, 4:9, 4:41, 5:52, 6:15, 6:55, 6:84, 7:47, 7:57, 7:86, 7:89, 7:97, 8:7 to 8:9, 8:39, 10:2, 10:3, 10:20, 10:22, 11:69, 11:70

Age discrimination, 2:1, 2:4, 3:58, 3:75, 3:76, 3:93, 4:9, 4:41, 5:52, 6:15, 6:55, 6:84, 7:47, 7:57, 7:86, 7:89, 7:97, 8:7 to

FLORIDA—Cont'd

8:9, 8:39, 10:2, 10:3, 10:5, 10:14, 10:17, 10:20, 10:22, 11:69 to 11:71

Assignments, 4:9

Compensation, 2:1, 4:9, 4:41, 6:55, 8:9, 10:2

Complaints, 6:84, 7:97

Conciliation, 6:15, 10:5

Constitutionality, 10:13, 10:17, 10:20

Employment agencies, 2:1

Employment practices, 2:1, 6:15, 7:89, 8:9, 11:69

Evidence, 2:1, 2:4, 4:9, 4:41, 6:84, 7:47, 7:57, 7:86, 7:89, 7:97, 8:8, 8:9, 8:39, 10:2, 10:3, 10:22, 11:69

Exemptions, 2:1, 5:52

Family leave, 8:9

Health, 2:1, 3:76, 4:41, 7:47, 7:57, 7:86, 7:97, 8:7, 10:2

Hiring practices, 2:1

Investigations, 3:58

Life insurance, 6:84, 10:2

Mandatory retirement, 2:4, 4:9, 4:41, 10:5, 10:13, 10:14, 10:17, 10:20

Medical benefits, 4:41

Notice, 3:76, 6:15, 6:55, 6:84, 7:86, 10:2

Physical fitness, 10:14

Privileges of employment, 2:1, 4:9, 8:9

Remedies, 2:1, 2:4, 3:76, 8:7 to 8:9, 8:39, 10:3, 10:5

Sex discrimination, 8:9, 10:22

State statutes, 2:4, 3:76, 11:69 to 11:71

Technical assistance, 7:86

Terminated employee, 6:84, 7:47, 7:57, 8:39

Terms, 2:1, 4:9, 6:84, 7:47, 7:86, 7:89, 8:9, 10:17, 10:20, 11:69

Training programs, 4:9

FOREIGN CORPORATIONS

National Labor Relations Act, 3:89

FOREIGN COUNTRIES

Employment practices, 5:59

INDEX

FOREIGN EMPLOYERS

National Labor Relations Act, 3:89,
3:90

FORMER EMPLOYEES

Employment practices, 8:129
Retaliation, 3:12, 3:29, 4:1, 4:13,
4:14, 4:17, 5:81, 5:91, 6:8,
8:129, 9:21

FORMS

Unions, 1:4, 3:85, 7A:2

FRINGE BENEFITS

Age Discrimination in Employment
Act, 5:27, 5:31, 5:43, 6:25,
7:40, 8:10, 8:31, 8:36, 8:38,
8:71
Americans with Disabilities Act, 5:31
Title VII, 6:25, 8:36, 8:38

FRONT PAY

Antagonism, 8:25, 8:28, 8:57, 8:67,
8:139
Backpay, 8:13, 8:53
Compensatory damages, 8:1, 8:57,
9:32
Liquidated damages, 6:75, 7A:14,
8:1, 8:3, 8:10, 8:13, 8:29, 8:33,
8:60, 8:62, 8:67, 8:69, 8:104,
8:124, 8:161, 9:32
Reinstatement, 6:75, 7A:14, 8:1, 8:2,
8:5, 8:13, 8:25, 8:28, 8:33,
8:44, 8:53, 8:57 to 8:59, 8:62 to
8:64, 8:66, 8:67, 8:70, 8:131,
8:132, 8:135, 8:136, 8:138 to
8:140, 9:61
Tax consequences, 8:10, 8:29

FUTILITY

Labor Management Relations Act,
5:59

GENDER DISCRIMINATION

Discharge, 5:2, 6:128, 7:19, 7:65,
11:66
Evidence, 3:49, 5:2, 6:128, 7:19,
7:29, 7:65, 11:66
Harassment, 3:81, 5:58, 7:29
Remedies, 6:4, 11:66
Retaliation, 3:81, 4:18, 5:58, 7:29,
7:65, 11:66

GENDER DISCRIMINATION

—Cont'd

Sex plus, 3:49
Statistical evidence, 7:65
Stereotyping, 10:8

GEORGIA

Age Discrimination in Employment
Act, 3:73, 6:15, 7:46, 7:85,
7:99, 7:112, 8:7, 8:9, 8:71,
8:134, 8:160, 8:161, 10:3
Age discrimination, 3:73, 6:15, 7:46,
7:85, 7:99, 7:112, 8:7, 8:9, 8:71,
8:134, 8:160, 8:161, 10:3,
11:39, 11:71
Compensation, 7:46, 8:9, 8:71
Conditions of employment, 7:46
Employment practices, 6:15, 8:9
Health, 8:7
Hiring practices, 7:85
Notice, 6:15
Privileges of employment, 8:9
Records, 7:85, 8:160, 8:161
Remedies, 8:7, 8:9, 8:71, 8:134,
8:160, 8:161, 10:3
State statutes, 11:39, 11:71
Terms, 3:73, 7:46, 8:9, 8:161

GOOD CAUSE

Discipline, 5:56, 5:57

GOOD FAITH

At-will employment, 10:38
Retaliation, 3:82, 4:17, 4:21 to 4:23,
5:91, 7:66, 7:112, 8:67, 8:129

GOVERNMENT CONTRACTORS

Age discrimination, 11:55 to 11:58

GOVERNMENT EMPLOYMENT

Age discrimination, 5:31, 9:1
Appeals, 5:31
Damages, 5:31
Equal protection, 10:7
Federal, 5:31, 9:1, 10:7
Regulations, 5:31, 9:1
Remedies, 9:1
State, 5:31, 9:1, 10:7

GRANDFATHERING

Compensation, 10:34

GRIEVANCE PROCEDURES

Harassment, **9:10**
 Jurisdiction, **9:17**
 Terms, **4:17, 6:35, 9:8, 9:10, 9:21**
 Title VII, **4:17, 9:13, 9:21**

GRIEVANCES

National Labor Relations Act, **3:85, 3:86, 7A:9**
 National Labor Relations Board, **3:86**
 Railway Labor Act, **3:85**

GROUP INSURANCE

Age, **8:36**
 Coverage, **8:36**
 Health insurance, **8:36**
 Premiums, **8:36**

GUIDANCE

Federal employment, **8:175, 9:3, 9:10, 9:54, 9:59, 11:69**

HAWAII

Age discrimination, **11:71**
 State statutes, **11:71**

HEALTH AND PHYSICAL FITNESS

Bona fide occupational qualification, **5:11**

HEALTH CARE

Industry, **7:83**

HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT

Discrimination, **7:74**
 Privacy, **7:74**

HEARINGS

Class actions, **6:113**

HIRING

Advertising, **2:1, 3:17, 7:46, 7:106, 7:114**
 Age discrimination, **1:1, 1:4, 2:1 to 3:2, 3:10, 3:11, 3:15, 3:17, 3:18, 3:20, 3:31, 3:85, 3:88, 3:91, 4:1, 4:3, 4:4, 4:11, 4:27, 4:28, 4:30, 4:33, 4:36, 4:41, 5:2, 5:3, 5:6 to 5:10, 5:12, 5:15, 5:17, 5:19, 5:22, 5:28, 5:31, 5:49,**

HIRING—Cont'd

5:59, 6:16, 6:21, 6:23, 6:24, 6:30, 6:34, 6:75, 6:84, 6:95, 6:98, 6:112, 6:123, 6:129, 7:2, 7:10 to 7:13, 7:16, 7:17, 7:20, 7:26, 7:31, 7:42, 7:46 to 7:48, 7:50, 7:54, 7:55, 7:59, 7:63, 7:65, 7:68, 7:72, 7:74 to 7:77, 7:85, 7:86, 7:88, 7:90, 7:92, 7:93, 7:95, 7:96, 7:104, 7:106, 7:107, 7:109, 7:110, 7:114, 8:9, 8:16, 8:17, 8:32, 8:43, 8:44, 8:48, 8:98, 8:129, 8:131, 8:135, 8:140, 8:141, 8:148, 8:175, 9:1, 9:3, 9:10, 9:41, 9:61, 9:62, 10:9, 10:19, 10:22, 11:23, 11:41, 11:60, 11:67, 11:69
 Agencies, **1:4, 2:1, 3:11, 3:88, 4:1, 4:28, 5:2, 5:10, 6:16, 6:112, 7:2, 7:85, 8:9, 8:129, 8:148, 9:1**
 Aliens, **9:1, 9:3**
 Business necessity, **5:15, 7:88, 7:90**
 Defenses, **2:1 to 5:3, 5:6 to 5:10, 5:12, 5:15, 5:17, 5:19, 5:22, 5:28, 5:31, 5:49, 5:59, 6:84, 7:46, 7:77, 7:88, 11:41**
 Employment agencies, **1:4, 2:1, 3:11, 3:88, 4:1, 4:28, 7:2, 7:85, 8:148**
 Employment agency, **3:10, 3:11, 3:88, 4:1, 4:28, 5:2, 5:59, 7:59, 8:148**
 Evidence, **2:1, 2:2, 3:17, 3:18, 3:91, 4:1, 4:4, 4:11, 4:30, 4:36, 4:41, 5:2, 5:7 to 5:10, 5:12, 5:15, 5:17, 5:19, 5:31, 6:16, 6:21, 6:34, 6:84, 6:98, 6:123, 6:129, 7:2, 7:10 to 7:13, 7:16, 7:17, 7:20, 7:26, 7:31, 7:42, 7:46 to 7:48, 7:50, 7:54, 7:55, 7:59, 7:63, 7:65, 7:68, 7:72, 7:74 to 7:77, 7:85, 7:86, 7:88, 7:90, 7:92, 7:93, 7:95, 7:106, 7:107, 7:109, 7:110, 7:114, 8:9, 8:43, 8:44, 8:98, 8:129, 8:131, 8:140, 8:148, 9:1, 9:41, 10:19, 10:22, 11:67, 11:69**
 Genetic Information Nondiscrimination Act, **2:1**
 Impairments, **11:60**
 Insurance, **1:1, 2:1, 2:2, 3:10, 3:18, 3:85, 4:41, 5:17, 5:19, 5:28,**

INDEX

HIRING—Cont'd

6:21, 6:84, 7:12, 7:26, 7:65,
7:68, 7:74, 7:90, 7:93, 7:106,
7:107, 8:48

Interviews, 7:74, 7:106

Prima facie case, 2:1, 3:2, 3:88, 4:4,
4:11, 4:36, 4:41, 5:19, 6:21,
6:84, 7:10 to 7:13, 7:17, 7:20,
7:26, 7:31, 7:42, 7:46 to 7:48,
7:50, 7:54, 7:55, 7:59, 7:63,
7:65, 7:68, 7:74 to 7:77, 7:86,
7:90, 7:92, 7:93, 7:95, 7:104,
7:106, 7:107, 7:110, 7:114, 9:1,
9:41, 10:22, 11:41, 11:67, 11:69

Reasonable accommodation, 10:19,
11:60

Recruitment, 4:4, 4:28, 5:59, 6:95

Reinstatement, 4:1, 6:75, 6:112,
7:26, 8:32, 8:44, 8:131, 8:135,
8:140, 8:141, 8:175, 9:1, 9:41,
9:61, 9:62

Remedies, 2:1, 4:1, 7:77, 8:9, 8:16,
8:17, 8:32, 8:43, 8:44, 8:48,
8:98, 8:129, 8:131, 8:135,
8:140, 8:141, 8:148, 8:175, 9:1,
9:10, 9:41, 10:19

Scope of protection, 11:60

Sex discrimination, 7:74, 8:9, 10:22

Standing, 5:31, 5:59, 7:26, 7:46 to
7:48, 7:55, 7:59, 7:68, 7:86,
7:90, 7:106, 7:107, 7:110

Statistical evidence, 6:84, 6:123,
7:11, 7:50, 7:55, 7:59, 7:63,
7:65, 7:77, 7:88, 7:90, 7:92,
7:93, 7:95, 7:110

Statistics, 1:1, 1:4, 2:1, 3:15, 6:123,
7:11, 7:12, 7:55, 7:59, 7:63,
7:77, 7:95, 7:104, 7:114

Subjective criteria, 7:11, 7:13, 7:65,
7:74

Tenure, 3:15, 4:3, 5:17, 5:19, 7:50,
7:96, 7:106

Testimony, 3:91, 5:8, 5:12, 6:123,
6:129, 7:10, 7:11, 7:13, 7:26,
7:46, 7:59, 7:63, 7:68, 7:72,
7:74, 7:76, 7:77, 7:86, 7:90,
7:95, 7:107, 7:110

Title VII, 2:1, 2:2, 3:15, 3:18, 3:85,
3:88, 3:91, 4:4, 4:27, 4:28, 5:2,
5:7, 5:10, 5:12, 5:17, 5:59,

HIRING—Cont'd

6:16, 6:23, 6:95, 6:112, 6:123,
7:2, 7:13, 7:26, 7:46, 7:65,
7:72, 7:74 to 7:77, 7:85, 7:86,
7:88, 7:90, 7:104, 7:107, 7:114,
8:44, 8:129, 8:135, 8:148,
8:175, 9:1, 9:41, 10:22, 11:41,
11:60, 11:67

HOLIDAYS

Employee Retirement Income Secu-
rity Act, 5:27

HOSPITALS

National Labor Relations Act, 3:81

HOSTILE WORK ENVIRONMENT

Harassment, 4:7, 4:11, 6:5, 7:6, 7:29,
7:30, 7:45, 7:46

HOURS

Unions, 3:85

IDAHO

Age discrimination, 11:71

State statutes, 11:71

IDENTIFICATION

Collective bargaining agreements,
3:31

ILLINOIS

Age Discrimination in Employment
Act, 2:5, 3:42, 3:52, 3:91, 4:5,
6:6, 6:8, 6:18, 6:62, 6:78, 6:84,
6:129, 7:10, 7:50, 7:86, 7:114,
8:25, 8:62, 8:89, 9:57, 10:2,
10:12, 10:22, 10:32, 11:66,
11:69

Age discrimination, 2:5, 3:42, 3:52,
3:91, 4:5, 6:6, 6:8, 6:18, 6:62,
6:78, 6:84, 6:129, 7:10, 7:50,
7:86, 7:114, 8:25, 8:62, 8:89,
9:57, 10:2, 10:12, 10:22, 10:32,
11:66, 11:69, 11:71

At-will employment, 10:32

Certificates, 10:2

Compensation, 4:5, 8:25, 8:62, 10:2

Conciliation, 6:6, 11:66

Conditions of employment, 6:62

Employment practices, 2:5, 11:69

Equal pay, 4:5

Executives, 6:62, 6:129, 7:86

ILLINOIS—Cont'd

Exemptions, 6:62
 Health, 6:6, 7:86, 8:62, 10:2, 10:12
 Layoffs, 3:91
 Life insurance, 6:8, 6:84, 10:2
 Mandatory retirement, 10:12
 Mediation, 6:6, 10:22, 11:66
 Notice, 6:6, 6:8, 6:18, 6:62, 6:84, 7:86, 10:2, 10:32
 Permits, 10:22
 Pleadings, 6:62, 6:84
 Remedies, 2:5, 6:6, 6:8, 6:18, 6:78, 8:25, 8:62, 8:89, 11:66
 Reports, 3:91
 Retaliation, 3:91, 6:6, 6:8, 11:66
 Savings, 7:86, 7:114, 8:25
 Settlement, 6:6
 Sex discrimination, 6:6, 6:62, 9:57, 10:22, 11:66
 State statutes, 2:5, 11:66, 11:69, 11:71
 Technical assistance, 7:86
 Terms, 3:91, 4:5, 6:62, 6:84, 7:10, 7:86, 10:12, 11:66, 11:69

INDEPENDENT CONTRACTORS

Employee Retirement Income Security Act, 3:14, 3:18

INDIANA

Age Discrimination in Employment Act, 3:78, 4:9, 5:18, 5:19, 6:39, 7:26, 7:97, 7:105, 10:39
 Age discrimination, 3:78, 4:9, 5:18, 5:19, 6:39, 7:26, 7:97, 7:105, 10:39, 11:71
 Assignments, 4:9, 7:26, 10:39
 Compensation, 4:9, 5:18, 7:26
 Conditions of employment, 7:26
 Employment practices, 7:26
 Evidence, 3:78, 4:9, 5:18, 5:19, 7:26, 7:97, 7:105, 10:39
 Exemptions, 5:18, 5:19
 Harassment, 7:26
 Health, 5:18, 5:19, 7:97, 10:27
 Life insurance, 7:26, 10:39
 Mandatory retirement, 4:9, 10:27
 Notice, 7:26
 Privileges of employment, 4:9, 7:26

INDIANA—Cont'd

Promotions, 7:26
 Remedies, 10:39
 Retaliation, 7:26, 7:97
 State statutes, 10:27, 11:71
 Termination of employment, 7:26
 Terms, 3:78, 4:9, 5:18, 7:26, 10:27
 Training programs, 4:9, 7:26

INJUNCTIONS

Irreparable harm, 8:126, 8:129
 Irreparable injury, 8:126, 8:129
 Preliminary injunctions, 8:126, 8:127

INSUBORDINATION

Discipline, 7:74, 7:108

INSURANCE

Discrimination claims, 2:1, 2:2, 2:4, 3:64, 4:22, 4:25, 5:20, 5:21, 5:81, 6:84, 7:26, 7:74
 National Labor Relations Board, 3:64
 Notice requirements, 6:31
 Public policy, 3:64, 5:91
 Reasonable expectations, 7:74
 Unions, 3:51, 3:85, 4:6, 4:31, 5:52

INTENT

Age Discrimination in Employment Act, 2:2, 2:4, 3:7, 3:37, 3:71, 3:73 to 3:76, 3:78, 3:84, 3:89 to 3:91, 3:94, 4:6, 4:8, 4:10, 4:12, 4:21, 4:25, 4:31, 4:37, 4:41, 5:1, 5:8, 5:9, 5:17 to 5:19, 5:25, 5:26, 5:31, 5:37, 5:52, 5:56, 5:59, 5:69, 5:76, 5:82, 5:87, 5:94, 5:95, 6:4, 6:5, 6:14, 6:22 to 6:24, 6:26, 6:31, 6:35, 6:43, 6:47, 6:53, 6:54, 6:56, 6:65, 6:82, 6:84, 6:88, 6:89, 6:94, 6:106, 6:123, 6:125, 6:128, 6:129, 7:2 to 7:7, 7:9, 7:12, 7:22, 7:27, 7:42, 7:44, 7:46, 7:47, 7:54 to 7:57, 7:59, 7:62, 7:64 to 7:66, 7:72 to 7:76, 7:81 to 7:83, 7:85 to 7:87, 7:89, 7:93, 7:97, 7:98, 7:101, 7:105, 7:106, 7:110 to 7:112, 7:114, 7:117, 7A:6, 7A:8, 8:8, 8:9, 8:57, 8:74, 8:78, 8:82, 8:87, 8:90, 8:95 to 8:97, 8:99, 8:101, 8:103, 8:108, 8:110, 8:144, 9:1,

INDEX

INTENT—Cont'd

9:2, 9:13, 9:16, 9:36, 9:39,
9:40, 9:43, 9:44, 9:46, 9:49,
9:58, 9:63, 9:65, 10:2, 10:3,
10:22, 10:39, 11:2, 11:28,
11:31, 11:60, 11:66, 11:68

Harassment, 3:94, 6:5, 7:6, 7:27,
7:46, 7:64, 7:74, 7:81, 8:101,
11:8

Rehabilitation Act, 6:14, 6:23, 11:34,
11:39, 11:60

Section 1985, 11:68

Summary judgment, 3:71, 3:78, 3:91,
3:94, 4:6, 4:8, 4:41, 5:17, 5:19,
5:31, 5:37, 5:56, 6:35, 6:56,
6:84, 6:125, 7:6, 7:7, 7:12,
7:27, 7:46, 7:47, 7:55, 7:57,
7:59, 7:65, 7:74, 7:75, 7:81 to
7:83, 7:85 to 7:87, 7:97, 7:98,
7:101, 7:105, 7:106, 7:110 to
7:112, 7:117, 8:9, 8:103, 9:2,
10:22, 10:39, 11:66

Title VI, 11:33, 11:39, 11:48, 11:63

Title VII, 2:2, 3:37, 3:74, 3:84, 3:89,
3:91, 3:94, 4:8, 4:25, 5:17,
5:56, 5:59, 5:82, 5:94, 6:4, 6:5,
6:22, 6:23, 6:26, 6:47, 6:54,
6:89, 6:123, 6:125, 7:2, 7:3,
7:6, 7:7, 7:27, 7:46, 7:57, 7:62,
7:65, 7:72 to 7:76, 7:81 to 7:83,
7:85 to 7:87, 7:89, 7:97, 7:101,
7:112, 7:114, 7A:8, 8:57, 9:1,
9:2, 9:13, 9:40, 9:43, 9:44,
9:46, 9:49, 9:58, 9:65, 10:3,
10:22, 11:2, 11:60, 11:66, 11:68

INTEREST

Employment practices, 4:25, 5:59,
6:15, 6:107, 6:113, 7:87, 7:89,
7A:8, 7A:17, 8:9, 8:129

INTERFERENCE

Federal employment, 3:81
National Labor Relations Act, 3:81
National Labor Relations Board, 3:64

INTERVENTION

Class actions, 6:113
Labor-Management Reporting and
Disclosure Act, 6:112

INVESTIGATIONS

Federal employment, 9:53

INVESTIGATIONS—Cont'd

Retaliation, 3:5

IOWA

Administrative decisions, 6:117

Age Discrimination in Employment
Act, 6:117, 7:81, 7:115, 7A:11,
11:70

Age discrimination, 6:117, 7:81,
7:115, 7A:11, 10:33, 11:70,
11:71

At-will employment, 10:33

Compensation, 6:117

Dispute, 7A:11

Evidence, 7:81, 7:115

Harassment, 7:81

Health, 6:117, 7A:11, 10:33

National origin discrimination, 7:81

Notice, 7A:11

Remedies, 6:117, 7A:11

Retaliation, 6:117, 7:81

State statutes, 7:81, 11:70, 11:71

Terms, 7A:11

Unemployment compensation, 6:117

JUDGMENT AS MATTER OF LAW

Motions, 7:90

JURISDICTION

Age discrimination claims, 2:4, 3:73,
5:59, 6:68, 6:117, 6:119, 7A:1,
7A:5, 11:67

Arbitration, 2:4, 5:82, 6:73, 6:107,
6:111, 6:113, 6:121, 7A:1, 7A:2,
7A:5, 7A:15, 7A:17, 8:131,
8:176

Collateral estoppel, 6:74, 6:117

Complaints, 3:73, 3:81, 6:4, 6:12,
6:62, 9:28, 9:39, 11:14

Consent decrees, 6:113

Continuing violation theory, 6:62

Due process, 6:107, 6:113, 10:36

Federal question, 6:65, 6:67

Investigation, 3:91, 5:82, 6:4, 6:7,
6:11, 6:62, 6:100, 6:103, 6:121,
9:17, 9:43

Mootness, 9:39

National Labor Relations Act, 2:4,
3:81, 3:85, 3:89, 5:82

Removal to federal court, 10:3

JURISDICTION—Cont'd

Res judicata, 2:5, 6:74, 6:117
 Retaliation claims, 3:81, 5:58, 8:176
 Settlements, 6:113, 7A:5
 Subject matter jurisdiction, 2:4, 3:45,
 3:77, 3:81, 6:65, 6:67, 6:113,
 9:28, 9:39, 9:52, 10:3

KANSAS

Age discrimination, 4:24, 6:71, 7:30,
 10:30, 10:38, 11:71
 At-will employment, 10:38
 Compensation, 6:71, 7:30
 Conciliation, 6:71
 Dispute, 6:71
 Evidence, 4:24, 7:30
 Harassment, 4:24, 7:30
 Health, 7:30
 Life insurance, 10:30
 National origin discrimination, 7:30
 Notice, 7:30
 Privileges of employment, 7:30
 Remedies, 6:71, 10:38
 Retaliation, 4:24, 7:30
 State statutes, 11:71
 Termination of employment, 10:38
 Terms, 7:30

KENTUCKY

Age Discrimination in Employment
 Act, 2:1, 3:71, 4:6, 4:14, 4:36,
 5:28, 5:32, 5:34, 5:40, 6:31,
 7:97, 8:56, 8:115, 8:123, 11:2,
 11:60
 Age discrimination, 2:1, 3:71, 4:6,
 4:14, 4:36, 5:28, 5:32, 5:34,
 5:40, 6:31, 7:97, 8:56, 8:115,
 8:123, 10:38, 11:2, 11:60, 11:71
 Appeals, 2:1, 4:6, 4:14, 4:36, 5:28,
 5:34, 5:40, 7:97, 8:115, 10:38,
 11:60
 At-will employment, 10:38
 Compensation, 2:1, 4:6, 6:31, 8:56,
 11:60
 Conciliation, 4:14
 Employment agencies, 2:1, 4:14,
 6:31
 Employment practices, 2:1
 Equal pay, 2:1

KENTUCKY—Cont'd

Evidence, 2:1, 3:71, 4:6, 4:36, 5:32,
 5:40, 7:97, 11:2
 Exemptions, 2:1, 5:28, 5:32, 5:34,
 5:40
 Health, 2:1, 4:6, 7:97, 8:56
 Hiring practices, 2:1
 Layoffs, 2:1, 4:36
 Notice, 4:14, 6:31
 Permits, 3:71, 5:28
 Privileges of employment, 2:1, 11:60
 Promotions, 4:6, 5:40
 Remedies, 2:1, 8:56, 8:115, 8:123,
 10:38
 Reports, 2:1
 State statutes, 5:28, 11:2, 11:60,
 11:71
 Termination of employment, 10:38
 Terms, 2:1, 4:6, 4:14, 4:36, 5:28,
 5:32, 5:40, 11:60
 Unemployment compensation, 8:56

**LABOR MANAGEMENT
 RELATIONS ACT**

Agreements, 5:59
 Antidiscrimination, 5:59
 Authority, 5:59
 Business, 5:59
 Cause, 5:59, 6:116
 Claims, 5:59, 6:116
 Collateral estoppel, 6:116
 Collective bargaining, 5:59
 Collective bargaining agreements,
 5:59
 Coverage, 5:59
 Date, 6:116
 Decisions, 5:59, 6:116
 Defenses, 5:59
 Determinations, 6:116
 Employers, 5:59
 Enforcement, 6:116
 Facts, 5:59, 6:116
 Futility, 5:59
 Issuance, 6:116
 Jurisdiction, 5:59
 Liability, 5:59
 Members, 5:59
 Notice, 5:59
 Parties, 5:59

INDEX

LABOR MANAGEMENT

RELATIONS ACT—Cont'd

Policy, **5:59**
Prohibition, **5:59**
Purpose, **5:59**
Representation, **6:116**
Res judicata, **6:116**
Resolution, **6:116**
Service, **5:59**
Standards, **5:59**
Standing, **5:59**
Summary judgment, **6:116**
Types, **6:116**
Unions, **5:59**
Value, **5:59**

LABOR RELATIONS

Contracts, **3:89, 5:82, 7:33**
Coverage, **2:4, 3:64, 3:81, 3:85, 3:89, 10:2**

LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT

Age, **6:112**
Agencies, **6:112**
Benefits, **6:112**
Damages, **6:112**
Discrimination, **6:112**
Duties, **6:112**
Elections, **6:112**
Employees, **6:112**
Employers, **6:112**
Enforcement, **6:112**
Filing, **6:112**
Individuals, **6:112**
Intervention, **6:112**
Liability, **6:112**
Limitations, **6:112**
Litigation, **6:112**
Opportunity, **6:112**
Parties, **6:112**
Powers, **6:112**
Regulation, **6:112**
Rights, **6:112**
Secretary of Labor, **6:112**
States, **6:112**
Unions, **6:112**

LANGUAGE

National Labor Relations Board,
3:64, 5:82, 6:113, 8:122

LEADERS

Unions, **4:26, 5:58**

LEGISLATIVE HISTORY

Fair Labor Standards Act, **3:35, 3:74, 3:89, 5:59, 6:53, 6:68, 6:79, 6:112, 8:108, 8:110, 8:144, 9:2, 10:22**

LETTERS

National Labor Relations Board, **7:46**

LETTERS OF DETERMINATION

Age Discrimination in Employment Act, **6:45**

LIABILITY

Labor-Management Reporting and Disclosure Act, **6:112**
Railway Labor Act, **2:4, 5:2, 5:11**

LIFE INSURANCE

Backpay, **7:26**
Beneficiaries, **7:90**
Employee Retirement Income Security Act, **7:90**
Fringe benefits, **8:31**
Interest, **8:33, 10:2, 10:26**
Oklahoma, **7:101, 10:26**
Payments, **8:33**
Premiums, **8:35, 8:104**
Term life insurance, **5:30, 5:42**

LIQUIDATED DAMAGES

Arbitration awards, **7A:14, 8:176**
Backpay, **6:112, 6:113, 8:6, 8:13, 8:112, 8:114, 8:115, 8:175**
Calculation, **8:29, 8:33, 8:161, 8:176**
Front pay, **6:75, 7A:14, 8:1, 8:3, 8:10, 8:13, 8:29, 8:33, 8:60, 8:62, 8:67, 8:69, 8:104, 8:124, 8:161, 9:32**
Retaliation, **8:67, 8:95, 8:96, 8:102, 8:104, 8:161, 8:176, 11:6**
Tax consequences, **8:10, 8:29**
Willfulness, **3:94, 5:61, 5:86, 6:62, 6:121, 6:128, 8:3, 8:13, 8:72, 8:73, 8:76 to 8:78, 8:80 to 8:87,**

LIQUIDATED DAMAGES—Cont'd
8:89 to 8:104, 8:106, 8:117,
8:161

LITIGATION

Appellate review, 7:5, 7:7, 7:10,
7:113, 8:152, 8:160
Deposition, 6:120, 7:27, 7:46, 7:68,
7:86, 7:98, 7:110
Discovery, 1:4, 4:25, 5:56, 5:72,
6:44, 6:54, 6:62, 6:68, 6:79,
6:83, 6:84, 6:113, 6:120, 6:121,
7:46, 7:73, 7:77, 7:105, 8:163,
8:171, 10:36
Engineer, 6:113, 7:34, 7:61, 7:105,
7A:17
Limitations period, 6:29, 6:31, 6:33,
6:54, 6:106, 6:107, 7:100, 9:39
Physician, 7:27
Plaintiff, 2:1, 3:4, 3:56, 3:64, 3:76,
3:82, 3:91, 4:5, 4:6, 4:13, 4:25,
5:1, 5:2, 5:51, 5:56, 5:72, 5:80,
5:81, 6:7, 6:8, 6:29, 6:31, 6:33,
6:41, 6:44, 6:46, 6:54, 6:58,
6:61, 6:62, 6:68, 6:79, 6:83,
6:84, 6:86, 6:87, 6:89, 6:92,
6:93, 6:95, 6:96, 6:106, 6:107,
6:112, 6:113, 6:115, 6:116,
6:120, 6:121, 6:124, 6:126,
6:128, 7:2 to 7:4, 7:6 to 7:20,
7:22 to 7:27, 7:29 to 7:87, 7:89
to 7:112, 7:114 to 7:118, 7A:15,
7A:17, 8:6, 8:9, 8:62, 8:67,
8:68, 8:105, 8:110, 8:122,
8:126, 8:136, 8:139, 8:151 to
8:153, 8:155, 8:158, 8:160,
8:161, 8:163, 8:168, 8:171 to
8:173, 9:39, 9:54, 10:5, 10:20,
10:36, 11:39, 11:40, 11:42
Pleadings, 6:29, 6:61, 6:62, 6:83,
6:84, 6:113, 7:97, 8:163
Remedies, 2:1, 3:76, 6:7, 6:8, 6:29,
6:33, 6:41, 6:58, 6:61, 6:68,
6:89, 6:93, 6:106, 6:107, 6:113,
7:27, 7:77, 7:80, 7A:15, 7A:17,
8:6, 8:9, 8:62, 8:67, 8:68,
8:105, 8:110, 8:122, 8:126,
8:136, 8:139, 8:151 to 8:153,
8:155, 8:158, 8:160, 8:161,
8:163, 8:164, 8:168, 8:171 to
8:173, 9:39, 10:5, 10:19

LITIGATION—Cont'd

Settlements, 2:1, 6:47, 6:113, 6:128,
7:118, 8:152
Strategy, 7:64, 7:73
Supervisor, 3:91, 4:13, 4:25, 5:51,
6:8, 6:62, 6:120, 6:124, 7:10,
7:13, 7:17, 7:23, 7:25 to 7:27,
7:30, 7:32, 7:39, 7:45, 7:46,
7:55, 7:57, 7:63, 7:65, 7:74 to
7:76, 7:81, 7:83, 7:86, 7:106 to
7:108, 7:110 to 7:112, 7:117
Trial, 3:76, 3:82, 5:36, 5:51, 5:81,
6:7, 6:47, 6:54, 6:58, 6:61,
6:62, 6:68, 6:83, 6:84, 6:87,
6:93, 6:96, 6:113, 6:116, 6:120,
6:124, 6:126, 7:7, 7:10, 7:20,
7:21, 7:27, 7:43, 7:47, 7:49,
7:55, 7:61, 7:62, 7:65, 7:71,
7:73, 7:74, 7:76 to 7:78, 7:81,
7:83, 7:85, 7:86, 7:90, 7:95,
7:97 to 7:99, 7:110, 7:112,
7:114, 7:116 to 7:118, 8:6, 8:62,
8:67, 8:68, 8:110, 8:122, 8:126,
8:139, 8:151, 8:152, 8:158,
8:160, 8:161, 8:163, 8:164,
8:171, 8:172, 9:54

LOCAL GOVERNMENTS

Americans with Disabilities Act, 2:1,
3:78, 5:31, 10:3
Employment practices, 2:1
Title VII, 2:1, 3:74, 5:7, 7:1, 9:58,
10:3, 10:22

LOSS

National Labor Relations Act, 3:85,
3:86, 7A:9

LOUISIANA

Age discrimination, 3:73, 3:78, 6:18,
6:95, 6:113, 7:118, 8:7, 10:3,
11:58, 11:71
Compensation, 7:118
Complaints, 3:73
Employment practices, 6:113
Evidence, 3:78, 6:18, 10:3
Health, 8:7
Hearings, 6:113
Notice, 6:18, 7:118
Remedies, 6:18, 6:113, 8:7, 10:3
State statutes, 11:58, 11:71

INDEX

LOUISIANA—Cont'd

Terms, 3:73, 3:78, 6:113, 7:118

LUMP SUM PAYMENTS

Retirement plans, 5:28

MAINE

Age Discrimination in Employment Act, 3:79, 3:90, 11:69

Age discrimination, 3:79, 3:90, 11:69, 11:71

Employment practices, 11:69

Evidence, 11:69

State statutes, 11:69, 11:71

Terms, 11:69

MANAGEMENT

Collective bargaining agreements, 3:31, 5:59, 7A:1, 7A:13, 7A:15

Federal employment, 3:81

MANAGERS

Compensation, 4:3, 5:16, 5:77, 5:80, 6:31, 7:62, 7:65, 7:83, 7:90

MANDATORY RETIREMENT

Air traffic controllers, 9:3, 10:15, 10:20

Bona fide executive, 3:32 to 3:35, 4:12

Cause, 1:2, 4:9, 5:31, 5:59, 7:110, 9:2, 10:11, 10:12

Collective bargaining agreements, 2:4, 3:31, 5:59

Early retirement, 3:2, 4:12, 4:41, 5:8, 5:11, 5:28, 5:31, 7:88, 10:17

Fire fighters, 5:8

Flight engineers, 4:9, 5:8

General discussion, 10:31

Law enforcement officers, 3:2, 3:31, 3:80, 5:3, 5:7, 5:8, 5:11, 5:31

Pilots, 2:4, 3:2, 4:9, 4:41, 5:2, 5:7, 5:8, 5:11, 5:60, 7:88

Tenured faculty, 5:31

Voluntary retirement, 4:12, 5:28, 10:17

MARYLAND

Age Discrimination in Employment Act, 4:7, 7:26, 7:29, 8:9, 8:122

Age discrimination, 4:7, 7:26, 7:29, 8:9, 8:122, 11:71

MARYLAND—Cont'd

Assignments, 7:26

Compensation, 7:26, 8:9

Conditions of employment, 4:7, 7:26, 7:29

Disabled persons, 8:9

Employment practices, 7:26, 8:9

Evidence, 4:7, 7:26, 7:29, 8:9

Family leave, 8:9

Notice, 7:26, 7:29

Privileges of employment, 7:26, 8:9

Remedies, 8:9, 8:122

Sex discrimination, 8:9

State statutes, 11:71

Termination of employment, 7:26

Terms, 4:7, 7:26, 7:29, 8:9

MASSACHUSETTS

Administrators, 7:27

Age discrimination, 3:53, 3:76, 4:17, 5:7, 5:27, 5:40, 5:80, 5:87, 6:21, 6:58, 6:121, 7:24, 7:27, 8:9, 10:2, 10:3, 10:5, 10:10, 10:14, 10:15, 10:17, 10:20, 10:23, 10:24, 10:38, 11:71

Appeals, 3:76, 4:17, 5:27, 5:40, 5:80, 6:21, 7:27, 8:9, 10:3, 10:14, 10:20, 10:38

At-will employment, 10:38

Board, 3:76, 6:121, 7:27, 8:9, 10:2, 10:3, 10:5, 10:7, 10:10, 10:13, 10:14, 10:17, 10:18, 10:20, 10:23, 10:24

Certificates, 10:2

Child labor, 10:24, 10:25

Compensation, 5:27, 5:80, 6:21, 8:9, 10:2

Complaints, 7:27

Conciliation, 6:58, 6:121, 10:5

Constitutionality, 10:13, 10:17, 10:20, 10:25

Disclosures, 5:80

Employment practices, 8:9

Evidence, 4:17, 5:7, 5:40, 6:21, 6:121, 7:24, 7:27, 8:9, 10:2, 10:3, 10:23

Executives, 7:27

Exemptions, 5:7, 5:27, 5:40, 5:80, 5:87

MASSACHUSETTS—Cont'd

Family leave, **8:9**
 Fringe benefits, **5:27**
 Harassment, **7:27**
 Health, **3:76, 4:17, 5:7, 5:27, 6:121, 10:2, 10:10, 10:25**
 Holidays, **5:27**
 Insurance coverage, **10:2**
 Life insurance, **10:2**
 Mandatory retirement, **5:7, 10:5, 10:10, 10:13 to 10:15, 10:17, 10:20**
 Minimum wages, **10:24**
 Notice, **3:76, 6:21, 6:58, 10:2**
 Permits, **5:7, 10:20**
 Physical fitness, **10:14**
 Privileges of employment, **5:27, 8:9**
 Professionals, **10:18**
 Remedies, **3:76, 6:58, 7:27, 8:9, 10:3, 10:5, 10:38**
 Salaried employees, **5:80**
 Service employees, **8:9**
 Sex discrimination, **8:9**
 State statutes, **3:76, 6:58, 7:24, 11:71**
 Students, **10:3**
 Termination of employment, **10:38**
 Terms, **4:17, 5:7, 5:27, 5:40, 5:80, 5:87, 6:21, 8:9, 10:10, 10:17, 10:18, 10:20, 10:23, 10:24**
 Time off, **4:17**

MEDICAL BENEFITS

Eligibility, **4:41, 5:20, 5:45**
 Employee Retirement Income Security Act, **4:41, 5:20**
 Plan, **4:41, 5:20, 5:45**

MERGERS

Pension plan, **3:35**

MICHIGAN

Age Discrimination in Employment Act, **5:2, 5:42, 6:93, 7:13, 7A:11, 8:6, 8:35, 8:41, 10:32, 11:69**
 Age discrimination, **5:2, 5:42, 6:93, 7:13, 7A:11, 8:6, 8:35, 8:41, 10:5, 10:32, 11:69, 11:71**
 Appeals, **5:42, 7:13, 7A:11, 8:6, 8:35, 11:69**

MICHIGAN—Cont'd

At-will employment, **10:32**
 Employment practices, **11:69**
 Exemptions, **5:2, 5:42**
 Health, **5:2, 7:13, 7A:11, 8:35**
 Insurance, **5:42, 8:35**
 Life insurance, **5:42, 8:35**
 Mandatory retirement, **5:2, 10:5**
 Notice, **7A:11, 10:32**
 Remedies, **6:93, 7A:11, 8:6, 8:35, 8:41, 10:5**
 State statutes, **8:6, 11:69, 11:71**
 Terms, **5:2, 7A:11, 11:69**

MINIMUM WAGES

Age, **5:58, 8:1, 8:72, 8:108, 8:110, 8:144, 10:24**
 Board, **8:144, 10:24**
 Employment agreements, **5:58**
 Jury trial, **8:72, 8:110**
 Payment of minimum wages, **8:144**
 Transportation, **8:144**

MINNESOTA

Age Discrimination in Employment Act, **3:76, 5:26, 5:31, 5:34, 5:51, 7:12, 7:55, 7:99, 7A:17, 8:144, 8:145, 9:64**
 Age discrimination, **3:76, 5:26, 5:31, 5:34, 5:51, 7:12, 7:55, 7:99, 7A:17, 8:144, 8:145, 9:64, 10:14, 11:71**
 Appeals, **3:76, 5:31, 5:34, 5:51, 7A:17, 8:144, 8:145, 10:14**
 Compensation, **5:26, 5:31, 8:144**
 Conditions of employment, **5:31**
 Costs, **5:31, 5:51, 8:144, 8:145**
 Credits, **5:31**
 Damages, **3:76, 5:31, 8:144, 8:145**
 Employment practices, **7A:17**
 Equal pay, **8:145**
 Evidence, **5:31, 5:51, 7:12, 7:55, 7:99, 7A:17**
 Exemptions, **5:26, 5:31, 5:34, 5:51**
 Health, **3:76, 5:31, 5:51**
 Health insurance, **5:51**
 Hiring, **5:31, 7:12, 7:55**
 Life insurance, **7:12**
 Mandatory retirement, **5:31, 10:14**

INDEX

MINNESOTA—Cont'd

- Minimum wages, 8:144
- Notice, 3:76
- Permits, 5:31, 5:51
- Physical fitness, 10:14
- Preference, 7:55
- Privileges of employment, 5:26, 7A:17
- Remedies, 3:76, 7A:17, 8:144, 8:145
- Retaliation, 3:76
- Savings, 5:51, 7A:17
- Severance pay, 5:51
- Sick leave, 5:51
- State statutes, 3:76, 11:71
- Terminated employees, 5:31
- Terms, 5:26, 5:31, 5:51, 7A:17
- Union practices, 8:144

MISCONDUCT

- Employment practices, 8:9
- Front pay, 8:5, 8:19, 8:29

MISSISSIPPI

- Appeals, 4:30, 5:17, 5:20, 6:120, 7:59, 7:62, 7:112, 8:54
- Compensation, 3:87, 5:16, 5:20, 5:21, 6:117, 7:62, 10:2
- Employment practices, 5:16, 6:15, 7:59, 7:62
- Exemptions, 5:14, 5:16, 5:17, 5:20, 5:21
- Life insurance, 10:2
- Medical benefits, 5:20
- Notice, 5:17, 6:15, 6:120, 10:2
- Remedies, 6:117, 8:54
- Terms, 3:78, 3:87, 4:30, 5:16, 5:21, 7:88
- Unemployment compensation, 6:117

MISSOURI

- Age Discrimination in Employment Act, 3:25, 4:18, 5:11 to 7:13, 7:34, 7:82, 7:98, 8:55, 8:154, 8:163, 10:20, 10:32, 11:69
- Age discrimination, 3:25, 4:18, 5:11 to 7:13, 7:34, 7:82, 7:98, 8:55, 8:154, 8:163, 10:17, 10:20, 10:32, 11:69, 11:71
- Assignments, 5:12
- At-will employment, 10:32

MISSOURI—Cont'd

- Child labor, 5:12
- Compensation, 8:55
- Constitutionality, 10:17, 10:20
- Employment practices, 11:69
- Evidence, 5:11 to 7:13, 7:34, 7:82, 7:98, 11:69
- Exemptions, 5:11, 5:12
- Health, 5:11 to 7:13
- Mandatory retirement, 3:25, 5:11, 10:17, 10:20
- Notice, 10:32
- Permits, 5:12, 7:98, 10:20
- Physical fitness, 5:11
- Remedies, 8:55, 8:154, 8:163
- Seniority systems, 5:12
- State statutes, 7:82, 11:69, 11:71
- Terms, 5:11, 10:17, 10:20, 11:69
- Unemployment compensation, 8:55

MIXED MOTIVES

- Disparate treatment, 7:79, 7:81, 7:83

MONTANA

- Age Discrimination in Employment Act, 7:57
- Age discrimination, 7:57, 11:71
- Appeals, 7:57
- Evidence, 7:57
- State statutes, 11:71

MOOTNESS

- Jurisdiction, 9:39

MOTIONS

- Directed verdict, 7:97, 7:98, 7:112
- Judgment as matter of law, 7:90
- National Labor Relations Act, 7A:9
- New trial, 7:74, 7:76, 7:81

MOTIVE

- Summary judgment, 3:82, 4:6, 5:16, 5:31, 5:56, 6:34, 6:62, 7:13, 7:20, 7:26, 7:27, 7:50, 7:57, 7:74, 7:77, 7:78, 7:81 to 7:83, 7:85 to 7:87, 7:97, 7:98, 7:101, 7:106, 7:110, 7:117
- Termination of employment, 7:26

**MULTIPLE REGRESSION
ANALYSIS**

Statistical evidence, 7:59

**NATIONAL LABOR RELATIONS
ACT**

Activities, 3:81, 3:85, 3:90, 5:82,
7:58, 10:2

Advisors, 5:82

Agencies, 3:81, 3:89, 3:90

Agreements, 2:4, 3:86, 5:82

Amendment, 2:4, 3:81, 3:89, 7:58,
10:2

Appeals, 2:4, 3:81, 3:89, 5:82, 8:30

Arbitration, 2:4, 3:86, 5:82, 7A:9

Authority, 2:4, 3:81, 3:86, 3:90,
5:82, 7:58, 7A:9, 10:2

Children, 10:2

Collective bargaining, 2:4, 3:85,
3:86, 5:82, 7:58, 7A:9

Collective bargaining agreements,
2:4

Committees, 3:85

Compensation, 10:2

Contractors, 2:4, 3:86, 7A:9

Control, 3:86, 3:89, 7:58, 8:30

Corporations, 3:81, 3:89

Councils, 3:85

Courts, 2:4, 3:81, 3:86, 3:89, 3:90,
5:82, 7A:9, 8:30, 10:2

Coverage, 2:4, 3:81, 3:85, 3:89, 10:2

Decisions, 2:4, 3:81, 3:85, 3:89,
5:82, 7A:9, 10:2

Directors, 5:82

Education, 10:2

Enforcement, 2:4, 3:86, 3:90, 5:82,
7A:9, 10:2

Entities, 2:4, 3:81, 3:85, 3:86, 3:89,
3:90

Exercise, 3:81, 10:2

Federal employment, 2:4, 3:81

Foreign corporations, 3:89

Foreign employers, 3:89, 3:90

Forum, 3:86, 5:82, 7:58, 7A:9

Government, 2:4, 3:81, 3:90, 8:30,
10:2

Growers, 3:89

Guards, 3:86, 7A:9

Impact, 10:2

**NATIONAL LABOR RELATIONS
ACT—Cont'd**

Independent contractors, 2:4

Industries, 3:85, 3:86, 7A:9

Insurance, 2:4, 3:85, 10:2

Intent, 2:4, 3:89, 3:90, 5:82, 10:2

Interference, 3:81

Interpretation, 3:86, 3:89, 7A:9

Issues, 2:4, 3:81, 3:90, 8:30

Jurisdiction, 2:4, 3:81, 3:85, 3:89,
5:82

Librarians, 2:4

Limitations, 5:82, 8:30

Members, 2:4, 3:81, 3:85, 3:86, 7:58,
7A:9

Minors, 10:2

Nature, 5:82, 8:30

Notification of employee rights, 10:2

Organizations, 3:81, 3:85, 3:86, 4:20,
7:58

Participation, 5:82, 7:58, 10:2

Personnel, 2:4

Physicians, 10:2

Pilots, 2:4

Precedent, 3:86, 5:82, 7A:9, 8:30

Preemption, 2:4

Private employers, 2:4

Purpose, 2:4, 3:81, 3:85, 3:86, 3:89,
5:82, 7A:9

Regulation, 2:4, 5:82, 10:2

Retirement, 2:4, 5:82, 10:2

Rights, 2:4, 3:81, 3:85, 3:86, 3:89,
3:90, 4:20, 5:82, 7:58, 7A:9,
10:2

Schools, 3:81

Services, 3:86, 3:89, 7A:9

States, 2:4, 3:81, 3:85, 3:89, 3:90,
8:30, 10:2

Stewards, 7:58

Students, 3:81

Successor, 3:85

Termination, 5:82, 8:30, 10:2

Trucking, 5:82

Trustees, 10:2

Unions, 3:81, 3:85, 4:20, 7:58

United States, 3:81, 3:85, 3:89, 3:90,
8:30

Violations, 2:4, 8:30

INDEX

NATIONAL LABOR RELATIONS

ACT—Cont'd

Wages, **3:85, 3:86, 7A:9, 8:30**

Working conditions, **3:89, 5:82**

NATIONAL LABOR RELATIONS

BOARD

Activities, **3:64, 5:82**

Affirmative defenses, **5:82, 7:46**

Agents, **7:46**

Agreements, **3:86, 5:82, 6:113**

Allegations, **7:46**

Americans with Disabilities Act,
6:113

Amount, **6:113, 7:46, 8:122**

Answers, **3:64**

Applications, **7:46**

Arbitration, **3:86, 5:82, 6:113**

Argument, **3:64, 3:86, 5:82, 6:113,**
8:122

Attorneys, **6:113**

Awards, **8:122**

Backpay, **6:113, 8:122**

Bargaining, **3:86, 5:82**

Benefits, **5:82, 6:113, 7:46, 8:122**

Briefs, **6:113**

Care, **6:113**

Cause, **5:82, 6:113, 7:46**

Change, **7:46**

Charges, **5:82, 6:113**

Choice, **7:46**

Circumstantial evidence, **7:46**

Civil rights laws, **5:82**

Collective bargaining, **3:86, 5:82**

Combination, **7:46**

Compensation, **7:46**

Conditions, **3:64, 3:86, 5:82, 7:46**

Consent, **3:86, 6:113**

Counsel, **5:82, 6:113**

Courts, **3:64, 3:86, 5:82, 6:113, 7:46,**
8:122

Criteria, **3:64**

Date, **8:122**

Decisions, **3:64, 5:82, 6:113, 7:46,**
8:122

Defenses, **5:82, 7:46**

Depositions, **6:113**

Designation, **6:113**

NATIONAL LABOR RELATIONS

BOARD—Cont'd

Directors, **3:64, 5:82**

Discovery, **6:113, 7:46**

Discrimination, **3:64, 3:86, 5:82,**
6:113, 7:46, 8:122

Dismissal, **6:113**

Disputes, **3:86, 5:82, 6:113**

Duties, **5:82, 7:46**

Employee Retirement Income Secu-
rity Act, **5:82, 8:122**

Employers, **3:64, 5:82, 7:46**

Enforcement, **3:86, 5:82, 6:113**

Entities, **3:64, 3:86**

Equal Employment Opportunity
Commission, **3:86, 5:82, 6:113**

Evaluation, **7:46**

Evidence, **3:64, 5:82, 7:46**

Exemptions, **5:82**

Exercise, **3:64, 6:113**

Extent, **6:113**

Factors, **3:64, 7:46**

Facts, **3:64, 3:86, 6:113, 7:46**

Failure to file, **6:113**

Fair Labor Standards Act, **6:113**

Federal Arbitration Act, **5:82, 6:113**

Fees, **8:122**

Filing, **5:82, 6:113, 7:46**

Forms, **5:82**

Fraud, **3:64**

Grievances, **3:86**

Health, **3:64**

Hearings, **6:113**

Individuals, **3:64, 5:82, 6:113**

Industries, **3:64, 3:86**

Information, **3:64**

Interests, **3:86, 6:113**

Intervention, **6:113**

Issuance, **5:82**

Issues, **3:64**

Jurisdiction, **5:82, 6:113**

Lack, **7:46**

Letters, **7:46**

Liability, **3:64, 3:86, 5:82, 6:113,**
7:46

Limitations, **5:82, 6:113, 7:46**

Members, **3:86**

Money, **5:82, 6:113**

**NATIONAL LABOR RELATIONS
BOARD—Cont'd**

Motions, 6:113
 Nature, 5:82, 7:46
 Necessity, 5:82
 Notice, 3:86
 Offer, 5:82, 7:46
 Officers, 3:64
 Operations, 3:64, 7:46
 Participation, 5:82, 6:113
 Parties, 3:86, 5:82, 6:113, 7:46, 8:122
 Payment, 3:64
 Place, 7:46
 Pleadings, 6:113
 Post-settlement conduct, 5:82
 Powers, 6:113
 Precedent, 3:64, 3:86, 5:82, 6:113
 Preparation, 6:113
 Process, 5:82, 6:113
 Production, 3:64
 Prohibition, 5:82
 Proof, 7:46
 Purpose, 3:64, 3:86, 5:82, 6:113
 Rate, 8:122
 Record, 6:113, 7:46
 Records, 3:64
 Reinstatement, 6:113
 Relationships, 3:64
 Relief, 3:86, 5:82, 6:113, 8:122
 Representation, 3:86, 6:113
 Requests, 7:46
 Resignation, 7:46
 Response, 5:82, 6:113
 Responsibilities, 5:82, 7:46
 Review, 7:46
 Rights, 3:86, 5:82, 6:113, 7:46, 8:122
 Role, 3:64, 5:82, 6:113
 Rules, 6:113
 Scope, 3:86
 Security, 3:86, 5:82, 8:122
 Service, 3:86, 6:113, 7:46, 8:122
 Services, 3:64, 3:86
 Settlements, 6:113
 Severance, 7:46
 Specificity, 7:46
 Standards, 5:82, 6:113, 7:46

**NATIONAL LABOR RELATIONS
BOARD—Cont'd**

State, 3:64, 7:46, 8:122
 Status, 3:64, 7:46
 Summary judgment, 3:64, 7:46
 Supervisors, 7:46
 Termination, 3:64, 5:82, 6:113, 7:46
 Transfer, 7:46
 Types, 5:82
 Use, 3:86, 7:46, 8:122
 Venue, 6:113
 Violations, 3:64
 Waiver, 5:82
 Work, 3:64, 7:46
 Written, 7:46

**NATIONAL ORIGIN
DISCRIMINATION**

Claims of discrimination, 7:81
 Discrimination, 7:30, 7:81
 Disparate treatment, 7:81
 Harassment, 7:30, 7:81
 Intent, 7:81
 Legal principles, 7:81
 Physical, 7:30
 Prohibited discrimination, 7:81
 Retaliation, 7:30, 7:81

NEBRASKA

Age discrimination, 3:64, 7:50, 8:90, 11:71
 Evidence, 3:64, 7:50, 8:90
 Health, 3:64
 Promotions, 3:64
 Remedies, 8:90
 State statutes, 11:71
 Terms, 3:64

NEVADA

Age Discrimination in Employment Act, 5:2, 5:56, 7A:14, 8:9, 10:2, 11:66
 Age discrimination, 5:2, 5:56, 7A:14, 8:9, 10:2, 10:33, 11:66, 11:71
 Assignments, 5:56
 At-will employment, 10:33
 Certificates, 10:2
 Compensation, 5:56, 8:9, 10:2
 Costs, 8:9

INDEX

NEVADA—Cont'd

- Disabled persons, 8:9
- Employment agencies, 5:56
- Employment practices, 5:56, 8:9
- Evidence, 5:2, 5:56, 8:9, 10:2, 11:66
- Exemptions, 5:2, 5:56
- Family leave, 8:9
- Health, 5:2, 10:2, 10:33
- Life insurance, 10:2
- Mediation, 11:66
- Notice, 10:2
- Permits, 5:56
- Privacy, 5:2
- Privileges of employment, 8:9
- Race discrimination, 5:56
- Retirement benefits, 10:2
- Seniority systems, 5:56
- Sex discrimination, 5:56, 8:9, 11:66
- State statutes, 11:66, 11:71
- Terms, 5:2, 5:56, 7A:14, 8:9, 11:66

NEW HAMPSHIRE

- Age discrimination, 10:35, 11:71
- Compensation, 10:35
- State statutes, 11:71

NEW JERSEY

- Age Discrimination in Employment Act, 3:64, 5:11, 5:86, 6:68, 8:9, 10:28
- Age discrimination, 3:64, 5:11, 5:86, 6:68, 8:9, 10:5, 10:28, 11:71
- At-will employment, 10:37
- Compensation, 8:9
- Conciliation, 10:5
- Dispute, 8:9
- Employment practices, 8:9
- Evidence, 3:64, 5:11, 5:86, 8:9
- Exemptions, 5:11, 5:86
- Family leave, 8:9
- Health, 3:64, 5:11
- Interest, 8:9, 10:5, 10:28
- Mandatory retirement, 5:11, 10:5
- Physical fitness, 5:11
- Privileges of employment, 8:9
- Promotions, 3:64
- Remedies, 6:68, 8:9, 10:5
- Sex discrimination, 8:9
- State statutes, 11:71

NEW JERSEY—Cont'd

- Terms, 3:64, 5:11, 8:9, 10:28

NEW MEXICO

- Age discrimination, 11:71
- At-will employment, 10:37
- State statutes, 11:71

NEW TRIAL

- Motions, 7:74, 7:76, 7:81

NEW YORK

- Age Discrimination in Employment Act, 3:18, 3:64, 3:69, 3:76, 3:86, 3:95, 4:7 to 4:9, 4:41, 5:12, 5:15, 5:44, 5:48, 5:51, 5:67, 5:78, 5:80, 5:94, 6:4, 6:6, 6:15, 6:38, 6:39, 6:43, 6:70, 6:83, 6:89, 6:115, 6:117, 6:119, 6:121, 7:7, 7:26, 7:27, 7:33, 7:57, 7:62, 7:63, 7:74, 7:86, 7:90, 7:101, 7:107, 7:114, 7A:5, 7A:9, 7A:11, 8:42, 8:46, 8:71, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 9:52, 10:2, 10:3, 10:10, 10:22, 10:32, 11:69
- Age discrimination, 3:18, 3:64, 3:69, 3:76, 3:86, 3:95, 4:7 to 4:9, 4:41, 5:12, 5:15, 5:44, 5:48, 5:51, 5:67, 5:78, 5:80, 5:94, 6:4, 6:6, 6:15, 6:38, 6:39, 6:43, 6:70, 6:83, 6:89, 6:115, 6:117, 6:119, 6:121, 7:7, 7:26, 7:27, 7:33, 7:57, 7:62, 7:63, 7:74, 7:86, 7:90, 7:101, 7:107, 7:114, 7A:5, 7A:9, 7A:11, 8:42, 8:46, 8:71, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 9:52, 10:2, 10:3, 10:5, 10:10, 10:22, 10:32, 10:35, 10:36, 10:38, 11:39, 11:69, 11:71
- Appeals, 3:76, 3:95, 4:7, 4:9, 4:41, 5:12, 5:15, 5:51, 5:80, 5:94, 7:7, 7:26, 7:27, 7:57, 7:62, 7:63, 7:74, 7:86, 7:101, 7:107, 7:114, 7A:5, 7A:11, 8:46, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 9:52, 10:3, 10:22, 10:36, 10:38, 11:39, 11:69
- Arbitration, 3:86, 6:115, 6:121, 7A:5, 7A:9, 7A:11
- Assignments, 4:9, 5:12, 7:26, 7:74

NEW YORK—Cont'd

At-will employment, 10:32, 10:37, 10:38
 Bona fide occupational qualifications, 5:15
 Certificates, 10:2
 Child labor, 5:12, 10:25
 Compensation, 3:18, 4:9, 4:41, 5:80, 6:117, 7:26, 7:62, 7:90, 8:71, 8:110, 10:2, 10:35, 10:36
 Conciliation, 6:6, 6:15, 6:89, 6:121, 7A:5, 8:110, 10:5
 Conditions of employment, 3:86, 4:7, 7:26, 7A:9
 Constitutionality, 10:25
 Disclosures, 5:80
 Employment practices, 6:15, 6:89, 6:119, 7:26, 7:62, 11:69
 Evidence, 3:18, 3:64, 4:7 to 4:9, 4:41, 5:12, 5:15, 5:51, 5:78, 6:43, 6:121, 7:7, 7:26, 7:27, 7:33, 7:57, 7:62, 7:63, 7:74, 7:86, 7:90, 7:101, 7:107, 7:114, 7A:5, 8:42, 8:46, 8:79, 8:84, 8:95, 8:140, 8:161, 10:2, 10:3, 10:22, 11:39, 11:69
 Exemptions, 5:12, 5:15, 5:44, 5:48, 5:51, 5:67, 5:78, 5:80, 5:94
 Form of payment, 3:18
 Fringe benefits, 8:71
 Harassment, 3:95, 4:7, 7:26, 7:27, 7:74
 Health, 3:64, 3:76, 4:41, 5:12, 5:44, 5:48, 5:51, 6:6, 6:117, 6:121, 7:57, 7:74, 7:86, 7A:11, 8:42, 10:2, 10:10, 10:25
 Health insurance, 3:64, 4:41, 5:44, 5:51, 7:74
 Hearings, 8:110, 10:36
 Investigations, 3:95
 Judicial remedies, 7A:5
 Life insurance, 6:83, 6:89, 7:26, 7:33, 7:90, 7:101, 10:2
 Losses, 3:18
 Mandatory retirement, 4:9, 4:41, 8:79, 10:5, 10:10, 10:36
 Medical benefits, 4:41
 Minimum wages, 8:110
 National origin, 6:4, 6:6, 7:26, 11:39

NEW YORK—Cont'd

Notice, 3:76, 3:86, 6:4, 6:6, 6:15, 6:38, 6:43, 6:83, 6:89, 7:26, 7:86, 7A:9, 7A:11, 8:95, 10:2, 10:32
 Permits, 5:12, 5:51, 6:89, 7:90, 10:22
 Privacy, 7:74, 10:10
 Privileges of employment, 4:9, 7:26
 Promotions, 3:64, 4:8, 6:15, 7:7, 7:26, 7:62, 7:74, 7:114, 8:140, 10:35
 Remedies, 3:76, 6:4, 6:6, 6:43, 6:89, 6:117, 7:27, 7A:5, 7A:11, 8:42, 8:46, 8:71, 8:77, 8:79, 8:84, 8:95, 8:110, 8:140, 8:161, 10:3, 10:5, 10:38
 Reports, 3:18, 6:121, 7:74
 Retaliation, 3:76, 4:8, 6:6, 6:115, 6:117, 7:26, 7:27, 7:107, 8:95, 8:161, 10:35
 Rule making, 6:4
 Severance pay, 5:51
 State statutes, 3:76, 11:39, 11:69, 11:71
 Technical assistance, 7:86
 Termination of employment, 7:26, 7A:5, 10:38
 Terms, 3:64, 3:86, 4:7, 4:9, 5:44, 5:51, 5:78, 5:80, 6:38, 6:43, 6:115, 7:26, 7:33, 7:63, 7:86, 7:90, 7A:5, 7A:9, 7A:11, 8:79, 8:110, 8:161, 10:10, 10:36, 11:69
 Training programs, 4:9, 7:26
 Unemployment compensation, 6:117

NORTH CAROLINA

Age Discrimination in Employment Act, 3:89, 4:29, 10:26
 Age discrimination, 3:89, 4:29, 10:26, 11:71
 Child labor, 10:26
 Health, 10:26
 Life insurance, 10:26
 Notice, 4:29
 Remedies, 10:26
 Sex discrimination, 4:29
 State statutes, 11:71
 Students, 4:29

INDEX

NORTH CAROLINA—Cont'd

Terms, **4:29, 10:26**

NORTH DAKOTA

Age discrimination, **11:71**

State statutes, **11:71**

NOTICE

Advance notice, **7:39**

Americans with Disabilities Act,
6:15, 6:35, 6:102, 6:107, 7:39,
7:118, 7A:4

Labor Management Relations Act,
5:59

Overtime, **6:31, 6:79, 6:84, 7:30**

Title VI, **11:32**

Violation, **3:65, 3:76, 3:86, 4:11,**
4:29, 5:41, 6:2, 6:3, 6:7, 6:8,
6:16, 6:18, 6:21, 6:22, 6:24,
6:29, 6:56, 6:62, 6:82, 6:84,
6:90, 6:102, 6:106, 6:107,
6:128, 7:20, 7:26, 7:39, 7:86,
7:118, 8:85, 8:95, 8:135, 9:2,
9:10, 9:44, 10:32, 11:32

OBJECTIONS

Class actions, **7A:14**

OBLIGATIONS

Benefits, **2:2, 3:36, 5:27, 5:31, 5:40,**
5:41, 5:45, 5:80, 5:84, 7:39,
7:58, 8:129, 10:27, 10:28

Enforcement, **2:2, 5:31, 6:36, 6:48,**
6:83, 6:101 to 6:104, 8:129

Tests, **3:20**

OFFSETS

Disability benefits, **5:46**

OHIO

Age Discrimination in Employment
Act, **2:5, 3:64, 3:76, 4:12, 4:41,**
5:1, 5:22, 5:52, 5:62, 6:69,
6:70, 6:123, 7:15, 7:32, 7:74,
7:81, 7:88, 11:69

Age discrimination, **2:5, 3:64, 3:76,**
4:12, 4:41, 5:1, 5:22, 5:52,
5:62, 6:69, 6:70, 6:123, 7:15,
7:32, 7:74, 7:81, 7:88, 10:5,
10:34, 11:69, 11:71

Appeals, **2:5, 3:76, 4:12, 4:41, 5:62,**
7:74, 7:81, 11:69

OHIO—Cont'd

Assignments, **7:74**

Compensation, **4:41, 5:22, 10:34**

Complaints, **7:15, 7:74**

Conciliation, **10:5**

Costs, **4:12, 4:41, 5:52**

Disclosures, **4:12**

Employment practices, **2:5, 11:69**

Evidence, **3:64, 4:12, 4:41, 5:62,**
6:123, 7:15, 7:32, 7:74, 7:81,
7:88, 10:34, 11:69

Exemptions, **4:12, 5:1, 5:22, 5:52,**
5:62

Family leave, **10:34**

Harassment, **7:74, 7:81**

Health, **3:64, 3:76, 4:12, 4:41, 7:74**

Layoffs, **5:52, 6:123**

Machinery, **6:69**

Mandatory retirement, **4:12, 4:41,**
7:88, 10:5

Medical benefits, **4:41**

National origin discrimination, **7:81**

Notice, **3:76**

Permits, **4:12**

Remedies, **2:5, 3:76, 10:5, 10:34**

Reports, **7:74**

Retirement benefits, **3:76, 4:41, 5:22,**
5:52

Sex discrimination, **7:74**

State statutes, **2:5, 3:76, 7:81, 11:69,**
11:71

Terms, **3:64, 4:12, 5:22, 7:15, 7:88,**
11:69

Tools, **11:69**

OKLAHOMA

Age Discrimination in Employment
Act, **5:28, 5:31, 5:63, 5:87,**
7:31, 7:74, 7:101, 7:107, 8:20,
10:26

Age discrimination, **5:28, 5:31, 5:63,**
5:87, 7:31, 7:74, 7:101, 7:107,
8:20, 10:26, 11:71

Assignments, **7:74**

Child labor, **10:26**

Color discrimination, **7:107**

Compensation, **5:31**

Conditions of employment, **5:31**

Costs, **5:28, 5:31, 5:87, 8:20**

OKLAHOMA—Cont'd

Credits, **5:31**
 Dispute, **7:74**
 Evidence, **5:31, 7:31, 7:74, 7:101, 7:107, 8:20**
 Exemptions, **5:28, 5:31, 5:63, 5:87**
 Fringe benefits, **5:31**
 Harassment, **7:74**
 Health, **5:31, 7:74, 10:26**
 Life insurance, **7:101, 10:26**
 Mandatory retirement, **5:28, 5:31, 10:26**
 Permits, **5:28, 5:31**
 Remedies, **8:20, 10:26**
 Reports, **7:74**
 Retaliation, **7:107**
 Sex discrimination, **7:74**
 State statutes, **5:28, 11:71**
 Terms, **5:28, 5:31, 5:63, 5:87, 10:26**

OLDER WORKERS BENEFIT PROTECTION ACT

Age Discrimination in Employment Act, **2:2, 4:12, 4:17, 4:23, 5:21 to 5:30, 5:32, 5:34, 5:35, 5:44 to 5:47, 5:50, 5:52, 5:54, 5:56, 5:63 to 5:67, 5:71, 5:76, 5:77, 5:80, 5:82, 5:87, 6:98, 7A:11**
 Early retirement plans, **4:12, 5:26, 5:52**
 Employee benefit plans, **2:2, 5:21 to 5:30, 5:32, 5:34, 5:35, 5:44 to 5:47, 5:50, 5:52, 5:54, 5:82**
 Incentive plans, **4:12, 5:26, 5:28, 5:29, 5:50, 5:52, 5:63**
 Incentives, **4:12, 5:26, 5:28, 5:32, 5:34, 5:50, 5:52**
 Ratification of, **5:63**
 Regulations, **4:12, 5:24, 5:27, 5:29, 5:30, 5:46, 5:67, 5:80**
 Releases, **2:2, 4:12, 5:22, 5:23, 5:63 to 5:67, 5:71, 5:76, 5:77, 5:80, 5:82, 5:87, 7A:11**
 Severance pay, **4:17, 5:27, 5:45**

ONE-TAILED

Statistics, **7:59**

OPERATIONS

Labor Management Relations Act, **5:59**

OPERATIONS—Cont'd

National Labor Relations Act, **3:81, 3:89**

OPINIONS

National Labor Relations Act, **8:30**
 Unions, **7A:5**

OREGON

Age Discrimination in Employment Act, **7:46, 8:8**
 Age discrimination, **7:46, 8:8, 10:34, 11:71**
 Assignments, **7:46**
 Compensation, **7:46, 10:34**
 Conditions of employment, **7:46**
 Evidence, **7:46, 8:8, 10:34**
 Family leave, **10:34**
 Harassment, **7:46**
 Remedies, **8:8, 10:34**
 Reports, **7:46**
 Retaliation, **7:46**
 Retirement benefits, **7:46**
 State statutes, **11:71**
 Termination of employment, **7:46**
 Terms, **7:46**
 Transfers, **7:46**

ORGANIZATIONS

Federal employment, **3:81, 9:1**

OVERTIME PAY

Bonuses, **8:48**
 Severance pay, **8:48**
 Sick leave, **8:48**
 Vacation, **8:48**

PARTICIPATION

Collective bargaining agreements, **5:38, 7A:11**
 Retaliation, **4:17, 4:21 to 4:23, 4:25, 6:8, 7:3, 7:66, 11:66**

PARTIES

Age Discrimination in Employment Act, **2:1, 3:10, 3:14, 3:16, 3:18 to 3:20, 3:45, 3:51, 3:60, 3:84, 3:86, 3:87, 4:7, 4:12, 4:19, 5:10, 5:59, 5:63, 5:71, 5:72, 5:76, 5:80, 5:82, 5:91, 6:4 to 6:6, 6:9, 6:10, 6:18, 6:21, 6:27, 6:29, 6:30, 6:33, 6:36, 6:37,**

INDEX

PARTIES—Cont'd

6:44, 6:46, 6:47, 6:49, 6:51,
6:54, 6:56, 6:59, 6:67, 6:68,
6:71, 6:72, 6:78, 6:79, 6:83,
6:84, 6:86, 6:87, 6:92 to 6:95,
6:98, 6:104, 6:106, 6:109, 6:112
to 6:115, 6:117, 6:120 to 6:122,
6:125, 6:126, 6:128, 7:2, 7:6,
7:10, 7:13, 7:19, 7:27, 7:33,
7:37, 7:46, 7:49, 7:65, 7:81,
7:83, 7:84, 7:86, 7:87, 7:98,
7:105, 7:117, 7:118, 7A:1,
7A:2, 7A:5, 7A:6, 7A:8 to
7A:10, 7A:12, 7A:14 to 7A:17,
8:1, 8:8, 8:13, 8:21, 8:25, 8:28,
8:29, 8:57, 8:62, 8:67, 8:68,
8:71, 8:79, 8:104, 8:121, 8:122,
8:124 to 8:127, 8:132, 8:139,
8:151, 8:152, 8:155, 8:160,
8:161, 8:169, 8:170, 8:172,
8:176, 9:9, 9:13, 9:14, 9:16,
9:18, 9:19, 9:21, 9:28, 9:29,
9:39, 9:51, 9:54, 9:61, 10:11,
10:12, 10:39, 11:67
Aggrieved individuals, 2:1, 6:106
Complaints, 6:4, 6:5, 6:37, 6:84,
6:120, 6:125, 6:126, 7:27, 7:49,
7:83, 9:9, 9:14, 9:16, 9:18,
9:19, 9:21, 9:28, 9:29, 9:39,
11:13
Equal Access to Justice Act, 8:155
State court proceedings, 6:114

PAYROLL

National Labor Relations Board, 7:46

PENNSYLVANIA

Age Discrimination in Employment
Act, 3:66, 3:73, 3:75, 3:81,
3:86, 5:11, 5:25, 5:37, 5:58,
6:27, 6:68, 6:121, 6:123, 7:25,
7:46, 7:107, 7:118, 7A:12, 8:8,
8:162, 8:168, 10:8, 11:69
Age discrimination, 3:66, 3:73, 3:75,
3:81, 3:86, 5:11, 5:25, 5:37,
5:58, 6:27, 6:68, 6:121, 6:123,
7:25, 7:46, 7:107, 7:118, 7A:12,
8:8, 8:162, 8:168, 10:8, 11:69,
11:71
Assignments, 3:66, 7:46
Benefit plans, 5:25, 5:37
Color discrimination, 7:107

PENNSYLVANIA—Cont'd

Compensation, 3:66, 7:46, 7:118,
8:162, 8:168
Complaints, 3:73, 3:81, 7:25
Conciliation, 6:121
Conditions of employment, 3:66,
3:86, 7:46, 7A:12
Employment practices, 7:25, 11:69
Evidence, 5:11, 6:121, 6:123, 7:25,
7:46, 7:107, 8:8, 11:69
Exemptions, 3:81, 5:11, 5:25, 5:37,
5:58
Harassment, 3:81, 5:58, 7:25, 7:46
Labor disputes, 3:86
Mandatory retirement, 5:11
Minimum wages, 5:58
Notice, 3:86, 5:37, 6:27, 7:118
Remedies, 6:68, 8:8, 8:162, 8:168
Reports, 6:121, 7:46
Severance pay, 7:46
State statutes, 11:69, 11:71
Students, 3:81, 5:58
Termination of employment, 7:46,
7A:12
Terms, 3:66, 3:73, 3:81, 3:86, 5:11,
5:25, 7:46, 7:118, 7A:12, 11:69

PENSIONS

Defined benefit plans, 3:36
Discrimination, 1:1, 1:3, 2:1, 2:2,
3:36, 3:71, 3:72, 3:80, 4:1,
4:36, 4:38, 5:17, 5:40, 7:77,
8:34, 10:27, 10:28
Distributions, 5:40
Integration, 2:1
Jury trials, 2:2
Lifetime benefits, 5:40
Nondiscrimination, 2:1
Protections, 1:1, 2:2, 5:40
Remedies, 2:1, 4:1, 7:77, 8:34
Retirement plans, 2:2, 5:17
Subsidy, 5:17
Suspension of benefits, 3:36
Terminations, 2:1
Vesting, 4:38, 5:17, 8:34

PERJURY

At-will employment, 10:32

PERSONNEL MANUAL

Age, **10:37**
 Agreements, **10:37**
 Aid, **10:37**

PHARMACISTS

Compensation, **7:30**

PHILOSOPHY

Compensation, **8:57**

PILOTS

Mandatory retirement, **2:4, 3:2, 4:9, 4:41, 5:2, 5:7, 5:8, 5:11, 5:60, 7:88**
 National Labor Relations Act, **2:4**

PLANS

Collective bargaining agreements, **5:38, 6:45**

PLANT CLOSINGS

Age Discrimination in Employment Act, **5:80**
 Massachusetts, **5:80**
 New York, **5:80**
 Terms, **5:80**

PLEADINGS

Title VII, **6:5, 6:29, 6:113, 7:97**

POST-SETTLEMENT CONDUCT

National Labor Relations Board, **5:82**

POSTING

Unions, **4:26**

POWER

Statistics, **7:62, 7:112**

PREEMPTION

Antidiscrimination laws, **2:5**
 National Labor Relations Act, **2:4**
 Railway Labor Act, **2:4**
 State law, **2:4, 2:5**

PREJUDGMENT INTEREST

Backpay, **8:6, 8:112, 8:114, 8:115, 8:122, 8:175**

PREJUDICE

Unions, **6:112**

PREMIUMS

Family and Medical Leave Act, **8:35**

PREMIUMS—Cont'd

Life insurance, **8:35, 8:104**

PRETEXT

Age Discrimination in Employment

Act, **2:1, 3:81, 3:82, 4:4, 4:41, 5:20, 5:56, 5:58, 6:18, 6:77, 6:125, 6:129, 7:5 to 7:7, 7:9, 7:10, 7:13, 7:14, 7:17, 7:18, 7:20, 7:27, 7:30, 7:31, 7:34, 7:36, 7:37, 7:40, 7:41, 7:43, 7:50, 7:52, 7:55, 7:57, 7:59, 7:62, 7:65, 7:68, 7:71 to 7:76, 7:79, 7:81, 7:83, 7:86, 7:97, 7:98, 7:101, 7:102, 7:105 to 7:108, 7:110 to 7:112, 7:114, 7:116, 8:23, 8:85, 8:94, 9:41, 11:40, 11:67, 11:69**

Promotions, **5:56, 7:7, 7:17, 7:34, 7:40, 7:41, 7:62, 7:74, 7:112, 7:114**

Retaliation, **2:1, 3:81, 3:82, 5:58, 7:6, 7:9, 7:20, 7:27, 7:30, 7:34, 7:40, 7:65, 7:81, 7:83, 7:97, 7:107, 7:112, 8:23**

PRIMA FACIE CASE

Age discrimination, **2:1, 3:2, 3:3, 3:7, 3:78, 3:88, 3:89, 4:4, 4:6 to 4:8, 4:11, 4:13, 4:22, 4:31, 4:36, 4:41, 5:14, 5:16, 5:19, 5:32, 5:42, 5:51, 5:52, 6:5, 6:8, 6:21, 6:62, 6:77, 6:84, 6:118, 6:120, 6:124, 7:4, 7:6 to 7:15, 7:17 to 7:27, 7:29 to 7:39, 7:41 to 7:43, 7:45 to 7:57, 7:59, 7:61 to 7:66, 7:68, 7:71, 7:73 to 7:77, 7:79, 7:81, 7:84, 7:86, 7:87, 7:90 to 7:93, 7:95, 7:97 to 7:99, 7:101 to 7:108, 7:110 to 7:112, 7:114, 8:94, 9:1, 9:28, 9:41, 9:55, 10:22, 11:39, 11:41, 11:67, 11:69**

Circumstantial case, **7:66, 7:86, 7:110**

Direct evidence case, **7:84, 7:86**

Disability discrimination, **2:1, 7:26, 7:39**

Discipline, **4:8, 7:23, 7:32, 7:74, 7:108**

Disparate treatment, **4:4, 4:6, 4:36, 4:41, 5:16, 5:32, 5:52, 6:62,**

INDEX

PRIMA FACIE CASE—Cont'd

6:120, 7:6, 7:7, 7:9, 7:50, 7:54,
7:59, 7:62, 7:63, 7:74, 7:76,
7:77, 7:79, 7:81, 7:87, 7:90,
7:93, 7:97, 7:105, 7:108, 7:111,
8:94, 9:1, 11:69

Education, 4:4, 4:41, 5:52, 7:15,
7:20, 7:36, 7:37, 7:57, 7:59,
7:68, 7:75, 7:86, 7:106, 7:108,
7:111, 7:114

Equal Pay Act, 2:1, 7:108

Establishment, 5:51, 7:7, 7:11, 7:17,
7:25, 7:26, 7:31, 7:43, 7:47,
7:49, 7:51, 7:55 to 7:57, 7:74,
7:76, 7:79, 7:95, 7:102, 7:105,
7:106, 9:1, 11:41

Hiring, 2:1, 3:2, 3:88, 4:4, 4:11,
4:36, 4:41, 5:19, 6:21, 6:84,
7:10 to 7:13, 7:17, 7:20, 7:26,
7:31, 7:42, 7:46 to 7:48, 7:50,
7:54, 7:55, 7:59, 7:63, 7:65,
7:68, 7:74 to 7:77, 7:86, 7:90,
7:92, 7:93, 7:95, 7:104, 7:106,
7:107, 7:110, 7:114, 9:1, 9:41,
10:22, 11:41, 11:67, 11:69

Hostile environment, 4:7, 7:29

Presumption, 6:62, 6:84, 7:6 to 7:10,
7:39, 7:50, 7:57, 7:63 to 7:65,
7:75 to 7:77, 7:95, 7:97, 7:98,
7:103, 7:110, 7:112

Rebuttal, 7:9, 7:37, 7:43, 7:50, 7:57,
7:63 to 7:66, 7:68, 7:73, 7:74,
7:77, 7:106, 7:114, 11:39

Rehabilitation Act, 11:39

Retaliation, 2:1, 4:8, 4:13, 4:22, 6:5,
6:8, 7:6, 7:9, 7:20, 7:24 to 7:27,
7:29, 7:30, 7:34, 7:46, 7:65,
7:66, 7:81, 7:97, 7:107, 7:112,
9:1, 9:28, 9:55

Section 1981, 11:67

Section 1983, 10:22

Summary judgment, 2:1, 3:78, 4:4,
4:6 to 4:8, 4:11, 4:41, 5:16,
5:19, 5:51, 6:21, 6:62, 6:77,
6:84, 6:118, 6:120, 6:124, 7:6,
7:7, 7:10 to 7:13, 7:17, 7:20,
7:21, 7:25 to 7:27, 7:30, 7:34,
7:35, 7:37, 7:39, 7:43, 7:46 to
7:50, 7:52, 7:55, 7:57, 7:59,
7:61, 7:63, 7:65, 7:74, 7:75,
7:77, 7:81, 7:86, 7:87, 7:90,

PRIMA FACIE CASE—Cont'd

7:97 to 7:99, 7:101 to 7:108,
7:110 to 7:112, 10:22, 11:69

Title VI, 11:39

PRIVACY ACT

Records, 6:45

PRIVATE ACTIONS

Title VI, 11:33

PRIVITY

Jurisdiction, 6:107

PROBABILITY

Statistics, 7:62

PROCESSING

Federal employment, 9:1

PRODUCTION OF DOCUMENTS

Discovery, 9:19

Title VII, 6:100

PROFIT-SHARING

Compensation, 3:36, 5:27, 5:31

Contributions, 3:36, 5:27, 5:31, 8:38

Health benefits, 5:31

PROMOTIONS

Pretext, 5:56, 7:7, 7:17, 7:34, 7:40,
7:41, 7:62, 7:74, 7:112, 7:114

Proving pretext, 7:114

Qualifications, 7:7, 7:11, 7:15, 7:34,
7:41, 7:62

Statistical disparities, 7:62

Superior qualifications, 7:41

Tenure, 6:7, 7:15, 7:34, 7:40, 7:41,
7:62

Title VII, 3:64, 4:8, 5:56, 6:15, 7:7,
7:15, 7:26, 7:61, 7:62, 7:74,
7:112, 7:114, 8:62, 9:44

PROTECTION

Labor-Management Reporting and
Disclosure Act, 6:112

National Labor Relations Act, 2:4,
3:85, 3:89, 5:82, 7:58, 10:2

Unions, 3:51, 3:85, 4:6, 4:26, 4:31,
5:52, 5:59, 6:112, 7:58

PUBLIC POLICY

National Labor Relations Board,
3:64, 5:82

PUERTO RICO

Age Discrimination in Employment Act, 3:39, 3:65, 3:77, 4:7, 4:12, 5:3, 5:7, 5:31, 5:89, 6:5, 6:39, 7:25 to 7:27, 7:31, 7:40, 7:46, 7:97, 7:111, 8:25, 8:38, 8:44, 8:48, 8:64, 8:102, 8:136, 10:3, 11:69

Age discrimination, 3:39, 3:65, 3:77, 4:7, 4:12, 5:3, 5:7, 5:31, 5:89, 6:5, 6:39, 7:25 to 7:27, 7:31, 7:40, 7:46, 7:97, 7:111, 8:25, 8:38, 8:44, 8:48, 8:64, 8:102, 8:136, 10:3, 11:69, 11:71

Benefit plans, 5:31

Bonuses, 7:40, 7:46, 8:48

Clothing, 7:46, 8:38

Compensation, 5:31, 7:26, 7:46, 8:25, 8:48

Conditions of employment, 4:7, 5:31, 7:26, 7:46

Disclosures, 4:12

Employment practices, 6:5, 7:25, 7:26, 11:69

Exemptions, 4:12, 5:3, 5:7, 5:31, 5:89

Fair Labor Standards Act, 5:3, 8:48

Fringe benefits, 5:31, 7:40, 8:38

Harassment, 4:7, 6:5, 7:25 to 7:27, 7:46

Layoffs, 5:7

Life insurance, 7:26

Mandatory retirement, 4:12, 5:3, 5:7, 5:31

National origin, 7:26

Notice, 3:65, 6:5, 7:26

Overtime pay, 8:48

Permits, 4:12, 5:3, 5:7, 5:31

Privileges of employment, 7:26

Promotions, 7:26, 7:40

Provisions, 4:12, 5:7, 5:31, 7:26, 7:27, 8:48, 10:3, 11:69

Remedies, 6:5, 7:27, 8:25, 8:38, 8:44, 8:48, 8:64, 8:102, 8:136, 10:3

Reports, 7:46, 7:111

Retaliation, 6:5, 7:25 to 7:27, 7:40, 7:46, 7:97, 8:102

Sick leave, 8:38, 8:48

PUERTO RICO—Cont'd

Sick pay, 5:31

Termination of employment, 7:26, 7:46

Terms, 4:7, 4:12, 5:7, 5:31, 6:5, 7:26, 7:46, 8:44, 8:48, 8:136, 11:69

Tools, 7:97, 11:69

Vacation pay, 8:38, 8:48

PUNITIVE DAMAGES

Americans with Disabilities Act, 6:107, 6:113, 7A:8, 11:2

Termination of employment, 7:26, 10:38

Title VII, 6:107, 6:113, 7:26, 7A:8, 8:120, 10:34, 11:2, 11:68

RACE

Affirmative action, 10:4, 10:6, 11:32

Bona fide occupational qualifications, 5:14

Business necessity, 5:20, 7:89, 7:90

Defenses, 2:1 to 5:2, 5:7, 5:14, 5:20, 5:55, 5:56, 5:68

Evidence, 2:1, 2:2, 4:7, 4:16, 5:2, 5:7, 5:14, 5:20, 5:56, 6:7, 6:120, 7:2, 7:7, 7:26, 7:28, 7:30, 7:36, 7:44, 7:50, 7:58, 7:62, 7:80, 7:81, 7:89 to 7:91, 7:114, 7A:4, 8:66, 9:2, 10:12, 10:34, 11:2, 11:39, 11:67

Harassment, 3:81, 4:7, 6:7, 7:26, 7:30, 7:81

Hiring, 2:1 to 5:2, 5:7, 7:2, 7:26, 7:50, 7:90, 7:114, 8:17, 11:67

Insurance, 2:1, 2:2, 4:31, 5:20, 6:7, 6:120, 7:26, 7:90, 10:12

Layoffs, 2:1, 5:7

National Origin discrimination, 7:30, 7:81

Race discrimination, 4:31, 5:14, 5:56, 6:7, 7:7, 7A:4, 11:68

Remedies, 2:1, 6:6, 6:7, 7:80, 7A:4, 8:17, 8:66, 8:126, 9:42, 10:34, 11:64

Retaliation, 2:1, 3:81, 3:82, 4:14, 4:16, 4:20, 6:6, 6:7, 7:26, 7:28, 7:30, 7:81, 9:2, 9:42, 9:55, 11:68

INDEX

RACE—Cont'd

Statistical evidence, 6:120, 7:50,
7:62, 7:90, 7:91
Tenure, 2:3, 6:7, 7:50, 7:62

RAILROAD EMPLOYEES

Interstate transportation, 7A:7
Railroad, 5:81, 7A:5, 7A:7

RAILWAY LABOR ACT

Agreements, 2:4
Arbitration, 2:4
Boards, 3:85
Breach of duty of fair representation,
5:2, 5:11
Challenges, 2:4
Claims, 2:4, 5:2, 5:11
Class, 3:85
Collective bargaining, 2:4, 3:85
Collective bargaining agreements,
2:4
Conditions, 3:85
Coverage, 2:4, 3:85
Damages, 2:4
Determinations, 5:2, 5:11
Discrimination, 2:4, 3:85, 5:2, 5:11
Duties, 5:2, 5:11
Employees, 2:4, 3:85, 5:2, 5:11
Enforcement, 2:4, 5:2, 5:11
Entities, 2:4, 3:85
Evidence, 2:4, 5:2, 5:11
Federal employment, 2:4
Individuals, 2:4, 3:85, 5:2, 5:11
Interests, 5:2
Jurisdiction, 2:4, 3:85, 5:11
Labor disputes, 3:85
National Labor Relations Act, 2:4,
3:85
Nature, 5:2, 5:11
Organizations, 3:85
Power, 2:4
Protection, 2:4, 3:85, 5:2, 5:11
Remedies, 2:4
Representation, 3:85, 5:2, 5:11
Review, 2:4, 5:11
Rights, 2:4, 3:85, 5:2
Scope, 5:2
Selection, 5:2
Services, 5:2

RAILWAY LABOR ACT—Cont'd

State, 2:4, 5:2, 5:11
State laws, 2:4
Status, 5:2
System, 3:85
Time, 2:4, 3:85, 5:11
Types, 5:2
Unions, 3:85
Use, 5:11
Validity, 5:2
Violations, 2:4

REASONABLE ACCOMMODATIONS

Training, 11:60

REASONS

Federal employment, 9:10
National Labor Relations Board,
3:64, 7:46

RECONSIDERATION

Unions, 3:51, 5:52

RECRUITING

Advertising, 7A:1, 7A:2
Age discrimination, 4:4, 5:19, 5:59,
7:86, 7:112, 7A:1, 7A:2
Insurance, 5:19
Remedies, 7A:1
Standing, 5:59, 7:86, 7:112
Tenure, 5:19
Testimony, 7:86, 7:112

REHABILITATION

National Labor Relations Act, 2:4

REHABILITATION ACT

Burden of proof, 6:14
Damages, 9:33, 11:34, 11:60
Disabilities, 6:14, 6:23, 9:33, 11:60
Evidence, 11:39
Hearing, 11:60
Intent, 6:14, 6:23, 11:34, 11:39,
11:60
Prima facie case, 11:39
Regulations, 11:34, 11:39, 11:60,
11:64
Retaliation, 9:33
Section 504, 11:39

REIMBURSEMENT

Benefits, **8:36, 11:63**

REINSTATEMENT

Discipline, **7:108**

Front pay, **6:75, 7A:14, 8:1, 8:2, 8:5, 8:13, 8:25, 8:28, 8:33, 8:44, 8:53, 8:57 to 8:59, 8:62 to 8:64, 8:66, 8:67, 8:70, 8:131, 8:132, 8:135, 8:136, 8:138 to 8:140, 9:61**

Termination of employment, **7:26, 7A:5**

RELATIONSHIPS

Retaliation, **4:14, 7:26, 7:83**

RELEVANCE

Common law, **10:33, 10:38**

RELIABILITY

Statistics, **7:59**

RELIANCE

Age Discrimination in Employment Act, **2:3, 2:4, 3:29, 3:82, 4:4, 4:9, 4:14, 4:16, 4:32, 4:36, 4:37, 4:40, 4:41, 5:1, 5:10, 5:16, 5:27, 5:28, 5:32, 5:36, 5:54, 5:56, 5:60 to 5:62, 5:67, 6:29, 6:34 to 6:36, 6:52, 6:54, 6:56, 6:79, 6:80, 6:84, 6:89, 6:115, 6:126, 6:128, 7:13, 7:28, 7:35, 7:41, 7:42, 7:62, 7:64, 7:65, 7:70, 7:74, 7:75, 7:83, 7:93, 7:95, 7:97, 7:101, 7:105, 7:108, 8:94, 8:100, 8:103, 8:129, 9:2, 9:28, 10:11, 11:68**

Equal Pay Act, **7:108**

Railway Labor Act, **2:4**

RELIGION

Unions, **3:81, 5:58, 7:58**

RELIGIOUS DISCRIMINATION

Disparate treatment, **7:76**

Hiring, **7:76**

Insurance, **6:114**

Prima facie case, **7:76**

REMAND

National Labor Relations Board, **8:122**

REMEDIES

Age discrimination, **2:1, 2:4, 2:5, 3:13, 3:16, 3:48, 3:76, 3:84, 4:1, 4:15, 6:1, 6:2, 6:4 to 6:8, 6:13, 6:18, 6:28, 6:29, 6:33, 6:35, 6:37, 6:41, 6:43, 6:49, 6:53, 6:56, 6:58, 6:61, 6:68, 6:71, 6:78, 6:89, 6:91, 6:93, 6:99, 6:105 to 6:107, 6:109, 6:113, 6:117, 7:27, 7:77, 7:80, 7A:1, 7A:4, 7A:5, 7A:8, 7A:11, 7A:15 to 7A:17, 8:1 to 8:176, 9:1, 9:10, 9:13, 9:20, 9:21, 9:29, 9:30, 9:36, 9:38 to 9:43, 9:48, 9:50, 9:58, 9:59, 9:63, 9:66, 10:3, 10:5, 10:19, 10:26, 10:34, 10:38, 10:39, 11:6, 11:8, 11:9, 11:30, 11:35, 11:37, 11:49, 11:52, 11:63, 11:64, 11:66**

Arbitration awards, **7A:17, 8:176**

Damages, **2:1, 2:4, 2:5, 3:76, 6:71, 6:107, 6:109, 6:113, 7:27, 7:77, 7A:5, 7A:8, 7A:11, 8:1 to 8:7, 8:9 to 8:21, 8:23 to 8:26, 8:29, 8:31 to 8:36, 8:38 to 8:44, 8:46 to 8:48, 8:53 to 8:55, 8:57 to 8:117, 8:119 to 8:121, 8:124, 8:126 to 8:128, 8:131, 8:132, 8:136, 8:140, 8:142 to 8:145, 8:147, 8:148, 8:161, 8:165, 8:168, 8:171, 8:173, 8:175, 8:176, 9:13, 9:41, 9:63, 10:3, 10:19, 10:34, 10:38, 11:6, 11:8, 11:37, 11:52, 11:63, 11:66**

Equal Pay Act, **2:1, 8:120, 8:145, 8:147**

Family and Medical Leave Act, **6:117, 8:9, 8:35, 8:43, 8:81, 8:106, 8:122**

Front pay, **8:1 to 8:3, 8:5, 8:10, 8:12, 8:13, 8:19, 8:20, 8:25, 8:28, 8:29, 8:31, 8:33, 8:38, 8:39, 8:44, 8:53, 8:57 to 8:71, 8:104, 8:124, 8:131, 8:132, 8:135, 8:136, 8:138 to 8:140, 8:161**

Genetic Information Nondiscrimination Act, **2:1**

Injunctions, **8:1, 8:125 to 8:127, 8:129, 8:149, 8:151**

Insurance, **2:1, 2:4, 3:13, 6:7, 6:8, 6:29, 6:33, 6:35, 6:89, 7:27,**

INDEX

REMEDIES—Cont'd

8:12, 8:28, 8:29, 8:31, 8:33,
8:35 to 8:38, 8:48, 8:49, 8:53,
8:54, 8:65, 8:104, 8:105, 8:110,
8:121, 10:26, 10:39, 11:63

Monetary, 2:1, 2:4, 3:76, 6:53, 6:56,
6:106, 6:107, 6:109, 8:1, 8:7,
8:9, 8:10, 8:13 to 8:124, 8:127,
8:129, 8:144, 8:148, 8:154,
8:160, 8:165, 10:3, 11:63

Motions, 6:113, 8:94, 8:161, 11:66

National Labor Relations Act, 2:4,
8:30

Pleading, 6:6, 6:33, 9:48

Preliminary Relief, 2:1, 8:126, 8:127

Rehabilitation Act, 11:64

Reinstatement, 4:1, 6:107, 6:113,
7A:5, 7A:8, 8:1, 8:2, 8:5, 8:6,
8:11, 8:13, 8:23 to 8:28, 8:32 to
8:34, 8:44, 8:52, 8:53, 8:57 to
8:59, 8:62 to 8:64, 8:66, 8:67,
8:70, 8:125, 8:126, 8:131 to
8:142, 8:151, 8:175, 8:176, 9:1,
9:41, 9:59, 9:66

Retroactive seniority, 8:26, 8:44,
8:141

Settlement, 3:76, 6:6, 6:35, 6:56,
6:109, 6:113, 7A:4, 7A:11, 8:6,
8:11, 8:12, 8:33, 8:36, 8:41,
8:44, 8:48, 8:65, 8:124, 8:136,
8:142, 8:152, 8:159, 8:161,
8:163, 9:21, 9:29, 9:66

Tax, 8:10 to 8:12, 8:29, 8:104, 11:63

Tenure, 6:7, 8:67, 10:26, 10:38

Unions, 7A:1, 7A:5, 8:130, 8:143,
8:144

REORGANIZATION

National Labor Relations Act, 3:81

REPRESENTATION

Labor-Management Reporting and
Disclosure Act, 6:112

REPRESENTATIVES

Labor relations, 3:56

RES JUDICATA AND

COLLATERAL ESTOPPEL

Administrative decisions, 6:117

Arbitration, 6:95

Court decision, 6:95, 6:114

RESEARCH

Alternative dispute resolution, 1:4

RESIGNATION

National Labor Relations Board, 7:46

RETALIATION

Administrative process, 2:1, 6:5,
6:37, 9:1, 9:21, 9:28, 9:33,
11:66, 11:68

Adverse action, 4:1, 4:22, 4:24, 6:8,
7:6, 7:24 to 7:27, 7:34, 7:65,
7:81 to 7:83, 7:107, 7:112, 9:1,
11:28

Adverse actions, 3:12, 4:14, 7:26

Age Discrimination in Employment
Act, 2:1, 3:5, 3:6, 3:11, 3:12,
3:29, 3:76, 3:80 to 3:82, 3:91,
4:1, 4:3, 4:8, 4:13 to 4:26, 5:58,
5:81, 5:91, 6:5 to 6:8, 6:37,
6:115, 6:117, 7:3, 7:6, 7:9, 7:16,
7:20, 7:24 to 7:30, 7:34, 7:40,
7:46, 7:65, 7:66, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:23, 8:30,
8:67, 8:95, 8:96, 8:102, 8:104,
8:109, 8:111, 8:127, 8:129,
8:161, 8:176, 9:1, 9:2, 9:21,
9:28, 9:33, 9:42, 9:43, 9:51,
9:55, 9:58, 11:28, 11:66, 11:68

Americans With Disabilities Act, 2:1,
3:81, 5:81, 6:115, 6:117, 7:25,
7:81, 7:82, 8:30, 9:33

Americans with Disabilities Act, 2:1,
3:81, 5:81, 6:115, 6:117, 7:25,
7:81, 7:82, 8:30, 9:33

Applicants, 2:1, 3:11, 3:29, 3:80, 4:1,
4:3, 4:13, 4:14, 7:3, 7:26, 7:65,
9:1, 9:2, 9:21, 9:28, 9:33, 9:42,
9:43, 9:51, 9:55, 9:58, 11:6,
11:28

Arbitration, 4:17, 4:21, 6:115, 8:129,
8:176

Causation, 2:1, 3:91, 4:1, 4:22, 7:3,
7:24, 7:27, 7:81 to 7:83, 7:107,
9:2, 11:66

Constructive discharge, 6:6, 6:7,
7:26, 7:46, 7:112, 8:67

Disability discrimination, 2:1, 6:6,
7:26

Employees, 2:1, 3:5, 3:6, 3:11, 3:12,
3:29, 3:76, 3:80 to 3:82, 3:91,

RETALIATION—Cont'd

4:1, 4:3, 4:13, 4:14, 4:16, 4:17,
4:21 to 4:26, 5:58, 5:81, 5:91,
6:5 to 6:8, 6:117, 7:3, 7:6, 7:20,
7:24 to 7:28, 7:30, 7:34, 7:40,
7:46, 7:65, 7:66, 7:81 to 7:83,
7:112, 8:30, 8:67, 8:95, 8:102,
8:127, 8:129, 9:1, 9:2, 9:21,
9:28, 9:33, 9:42, 9:43, 9:51,
9:55, 9:58, 11:6, 11:28, 11:66,
11:68

Equal Pay Act, 2:1, 4:25

Evidence, 2:1, 3:29, 3:91, 4:1, 4:8,
4:16, 4:17, 4:22, 4:24, 4:25,
5:91, 6:5, 6:7, 7:3, 7:6, 7:9,
7:16, 7:20, 7:24 to 7:30, 7:34,
7:40, 7:46, 7:65, 7:66, 7:81 to
7:83, 7:97, 7:107, 7:112, 8:23,
8:67, 8:95, 8:96, 8:102, 8:127,
8:129, 8:161, 8:176, 9:1, 9:2,
9:21, 11:28, 11:66

Exhaustion of administrative reme-
dies, 6:6, 9:21

Family and Medical Leave Act,
6:117, 7:82

Federal employment, 3:29, 3:80,
3:81, 4:16, 7:28, 9:1, 9:2, 9:43,
9:55

Former employees, 3:12, 3:29, 4:1,
4:13, 4:14, 4:17, 5:81, 5:91,
6:8, 8:129, 9:21

Genetic Information Nondiscrimina-
tion Act, 2:1

Good faith, 3:82, 4:17, 4:21 to 4:23,
5:91, 7:66, 7:112, 8:67, 8:129

Harassment, 3:81, 4:3, 4:13, 4:23,
4:24, 5:58, 6:5, 6:7, 7:6, 7:25 to
7:27, 7:29, 7:30, 7:46, 7:81

Insurance, 2:1, 4:22, 4:25, 5:81,
5:91, 6:7, 6:8, 7:26, 7:27, 7:40,
7:65, 7:107, 8:104

Investigations, 3:5

Irreparable injury, 8:129

Jurisdiction, 3:76, 3:81, 3:91, 5:58,
5:91, 6:7, 6:117, 8:161, 8:176,
9:28, 9:43

Liquidated damages, 8:67, 8:95,
8:96, 8:102, 8:104, 8:161,
8:176, 11:6

National origin discrimination, 7:30,
7:81

RETALIATION—Cont'd

Opposition clause, 4:22 to 4:24, 7:26

Participation, 4:17, 4:21 to 4:23,
4:25, 6:8, 7:3, 7:66, 11:66

Participation Clause, 4:22, 4:23

Preliminary relief, 2:1, 8:127

Pretext, 2:1, 3:81, 3:82, 5:58, 7:6,
7:9, 7:20, 7:27, 7:30, 7:34,
7:40, 7:65, 7:81, 7:83, 7:97,
7:107, 7:112, 8:23

Prima facie case of retaliation, 4:13,
4:22, 7:24 to 7:27, 7:46, 7:66

Protected conduct, 4:14, 4:17, 4:23,
7:16, 7:24, 7:25, 7:27

Questions, 3:81, 3:82, 4:23, 4:24,
5:58, 6:5, 7:6, 7:26, 7:40, 7:65,
7:83, 8:127, 8:161

Rehabilitation Act, 9:33

Remedies, 2:1, 3:76, 4:1, 4:15, 6:5 to
6:8, 6:37, 6:117, 7:27, 8:23,
8:30, 8:67, 8:95, 8:96, 8:102,
8:104, 8:109, 8:111, 8:127,
8:129, 8:161, 8:176, 9:1, 9:21,
9:42, 9:43, 9:58, 11:6, 11:66

Settlements, 2:1

Statutory claims, 8:176

Summary judgment, 2:1, 3:29, 3:82,
3:91, 4:8, 4:14, 4:16, 4:18,
4:23, 4:24, 5:81, 6:115, 7:6,
7:20, 7:25 to 7:28, 7:30, 7:34,
7:40, 7:46, 7:65, 7:81 to 7:83,
7:97, 7:107, 7:112, 9:2, 11:66

Time frame, 7:27, 9:21, 9:42

Title IX, 4:16, 7:28, 9:2, 11:66

Title VII, 2:1, 3:5, 3:12, 3:81, 3:82,
3:91, 4:8, 4:13 to 4:15, 4:17 to
4:20, 4:22 to 4:26, 5:58, 5:81,
6:5, 6:6, 6:37, 6:115, 6:117, 7:3,
7:6, 7:25 to 7:27, 7:30, 7:46,
7:65, 7:81 to 7:83, 7:97, 7:107,
7:112, 8:30, 8:67, 8:127, 8:129,
9:1, 9:2, 9:21, 9:28, 9:33, 9:43,
9:55, 9:58, 11:66, 11:68

Uniformed Services Employment and
Reemployment Rights Act, 3:91

Union members, 3:5

Unlawful employment practices,
4:25, 6:5

INDEX

REVOCATION

Age Discrimination in Employment Act, **5:64, 5:71, 5:73, 5:80, 7A:5, 7A:14**
Compulsory arbitration, **7A:5**
Title VII, **5:80, 7A:5**

RHODE ISLAND

Age discrimination, **10:36, 11:71**
Appeals, **10:36**
Compensation, **10:36**
Hearings, **10:36**
Mandatory retirement, **10:36**
State statutes, **11:71**
Terms, **10:36**

ROBUST

Statistics, **7:11**

SAMPLE SIZE

Statistics, **7:59, 7:60, 7:63, 7:95**

SCHEDULE

Evidence, **2:1, 3:17, 7:26, 7:46, 7:65**
National Labor Relations Board, **7:46**

SEAMEN

Defined, **3:89**

SEARCH

Equal Employment Opportunity commission, **4:19, 5:8**

SECRETARY OF LABOR

Department of Labor, **5:7, 6:12**

SECTION 1981

Applicability, **11:67**
Evidence, **11:67**
Individuals, **11:67**
Jurisdiction, **11:67**
Parties, **11:67**
Prima facie case, **11:67**
States, **11:67**
Title VII, **11:67**

SECTION 1983

Evidence, **2:4, 10:22, 11:66**
First Amendment claims, **11:66**
Jurisdiction, **2:4**
Prima facie case, **10:22**

SECTION 1985

Class-based animus, **11:68**
Conspiracy, **11:68**
Intent, **11:68**

SENIORITY SYSTEMS

Age Discrimination in Employment Act, **2:2, 4:44, 5:12, 5:54 to 5:56, 6:26**
Bona fide seniority system, **5:54 to 5:56**
Collective bargaining agreement, **5:56**
Compensation, **4:44, 5:56**
Title VII, **2:2, 5:12, 5:55, 5:56, 6:26**

SETTING ASIDE

Union election, **6:112**

SETTLEMENT

Agreements, **5:63, 5:69, 5:71, 5:76, 5:80, 5:82, 6:113, 6:128, 7:118, 7A:11, 8:142, 8:152, 9:37**
Americans with Disabilities Act, **5:81, 6:35, 6:109, 6:113, 7:118, 7A:4**
Charges, **5:73, 5:76, 5:80 to 5:82, 5:91, 6:6, 6:36, 6:47, 6:56, 6:104, 6:113, 8:163, 9:28**
Coercion, **5:80, 6:35**
Collective bargaining agreements, **7A:11**
Consideration, **5:63, 5:64, 5:71, 5:73, 5:76, 5:80, 5:81, 6:6, 6:128, 7A:4, 8:44, 8:142, 9:28**
Costs, **5:76, 5:80, 5:91, 8:6, 8:11, 8:12, 8:33, 8:36, 8:41, 8:44, 8:48, 8:65, 8:124, 8:136, 8:142, 8:152, 8:159, 8:161, 8:163, 9:18, 9:21, 9:29, 9:66**
Counsel, **5:64, 5:73, 5:80, 5:82, 6:6, 6:35, 6:36, 6:47, 6:79, 6:113, 6:128, 8:12, 8:161, 8:163**
Discipline, **5:71, 7:83**
Duress, **5:80, 7A:11**
Employment agencies, **1:4**
Employment practices, **6:113, 6:126**
Enforcement, **3:76, 3:90, 5:63, 5:69, 5:82, 6:6, 6:35, 6:36, 6:47, 6:56, 6:69, 6:79, 6:104, 6:109, 6:113, 6:126, 6:128, 7:118,**

SETTLEMENT—Cont'd

8:152, 8:161, 9:37, 9:66

Evidence, 5:82, 5:83, 5:86, 5:91,
6:35, 6:47, 6:56, 6:126, 6:128,
7:52, 7:83, 7A:4, 8:6, 8:33,
8:44, 8:124, 8:136, 8:161, 9:21,
9:29

Fraud, 5:71, 5:80, 6:35, 6:56, 7A:11

Hiring, 1:4, 8:44, 8:48

Knowing and voluntary releases,
5:80

Retaliation, 3:76, 5:81, 5:91, 6:6,
7:83, 8:161, 9:21, 9:28, 9:51

SEVERANCE

Damages, 5:31, 5:80, 5:86, 5:87,
5:91, 6:128, 8:38, 8:47, 8:48,
8:69, 8:85, 8:100, 8:121

SEVERANCE PAY

Agreements, 5:84, 6:128, 8:100

Amendment of, 5:51

Cause, 5:81, 7:46

Contingent event unrelated to age,
5:45

Disclosure, 5:27

Discrimination, 3:80, 4:5, 4:17, 4:32,
5:27, 5:45, 5:51, 5:81, 5:84,
5:85, 6:128, 7:46, 8:47 to 8:49,
8:85, 8:100, 8:121

ERISA, 4:17, 5:27

Forms, 5:85

Language, 5:27, 5:45, 5:51, 5:81,
5:84, 6:128

Massachusetts, 4:17, 5:27

Notification, 5:27

Offsets against, 5:45

Older employees, 4:5, 4:32, 5:27,
5:45, 5:51

Overtime pay, 8:48

Pennsylvania, 7:46

Pension plan, 4:5, 4:32, 5:27

Plan, 4:5, 4:17, 4:32, 5:27, 5:45,
5:51, 5:81, 7:46, 8:121

Regulations, 5:27, 5:85

Releases, 5:81, 5:84, 5:85, 6:128

Retirement plans, 5:51

Termination of, 4:17, 7:46, 8:48,
8:85

SEX

Unions, 3:51, 3:81, 7:2, 7:58

SEXUAL ADVANCES

At-will employment, 10:38

Harassment, 3:94

SEXUAL ORIENTATION

Benefits, 5:68

Sexual orientation, 5:68

SHIFTS

Hours of work, 3:61, 7:26

SICK LEAVE

Accrued sick leave, 5:28, 5:43

Age discrimination, 3:63, 5:28, 5:29,
5:43, 5:51, 5:52, 8:38, 8:47 to
8:52

Collective bargaining agreement,
5:28, 5:43, 5:52

Overtime pay, 8:48

State law, 5:28

Unions, 5:52

SIMPLIFIED EMPLOYEE

PENSIONS

Contributions, 3:36

Defined, 3:36

Social security, 3:36

SMOKING

Discrimination, 7:6, 7:46, 7:83, 7:85

SOCIAL SECURITY

Backpay, 8:13, 8:53

Common law, 3:16, 8:39, 10:34

Deductions, 5:44

Early retirement benefits, 8:38

Employer, 1:1, 3:16, 3:36, 3:71,
5:44, 5:48, 7:11, 7:39, 8:13,
8:38, 8:39, 8:53, 8:69, 10:34

Employment, 1:1 to 1:3, 3:16, 3:36,
3:71, 5:35, 5:44, 5:48, 6:118,
7:11, 7:39, 7A:6, 8:10, 8:13,
8:22, 8:38, 8:39, 8:53, 8:56,
8:69, 8:121, 9:66, 10:12, 10:34,
11:63

Simplified employee pensions, 3:36

Suspension of benefits, 3:36

Wages, 3:71, 8:13, 8:38, 8:39, 8:53,
8:121

INDEX

SOUTH CAROLINA

- Age Discrimination in Employment Act, **3:79**
- Age discrimination, **3:79, 11:71**
- State statutes, **11:71**

STANDARD DEVIATIONS

- Statistical evidence, **7:77, 7:87, 7:91, 7:92**

STANDARDS

- Labor-Management Reporting and Disclosure Act, **6:112**

STATE GOVERNMENTS

- Title VII, **3:74, 9:41**

STATISTICAL EVIDENCE

- Discipline, **6:123**
- Multiple regression analysis, **7:59**
- Relevant labor market, **7:61**
- Significant statistical disparity, **7:59, 7:91**
- Small sample size, **7:59, 7:60, 7:95**
- Standard deviations, **7:77, 7:87, 7:91, 7:92**
- Title VII cases, **7:65, 7:77, 7:87, 7:91**
- Weight of evidence, **7:49**

STATISTICAL SIGNIFICANCE

- Statistics, **7:77, 7:111**

STATISTICALLY SIGNIFICANT

- Statistics, **7:11, 7:12, 7:59, 7:60, 7:63, 7:77, 7:87**

STATISTICS

- Regression, **7:59, 7:87, 7:95, 7:111**

STOCK OPTIONS

- Option, **8:38**
- Restricted stock, **8:121**
- Stock, **8:38, 8:70, 8:121**

STUDENTS

- Minimum wages, **5:58**
- National Labor Relations Act, **3:81**

SUBJECT MATTER

JURISDICTION

- Complaints, **3:81, 9:28, 9:39**

SUBMISSION

- Collective bargaining agreements, **7A:15**
- Federal employment, **9:52**

SUBORDINATES

- Employment practices, **7:110**

SUBPOENAS

- Equal Pay Act, **6:45**

SUGGESTIONS

- Benefits, **9:21**

SUMMARY JUDGMENT

- Disputed facts, **5:81, 7:6**
- Intent, **3:71, 3:78, 3:91, 3:94, 4:6, 4:8, 4:41, 5:17, 5:19, 5:31, 5:37, 5:56, 6:35, 6:56, 6:84, 6:125, 7:6, 7:7, 7:12, 7:27, 7:46, 7:47, 7:55, 7:57, 7:59, 7:65, 7:74, 7:75, 7:81 to 7:83, 7:85 to 7:87, 7:97, 7:98, 7:101, 7:105, 7:106, 7:110 to 7:112, 7:117, 8:9, 8:103, 9:2, 10:22, 10:39, 11:66**
- Labor Management Relations Act, **6:116**
- Motive, **3:82, 4:6, 5:16, 5:31, 5:56, 6:34, 6:62, 7:13, 7:20, 7:26, 7:27, 7:50, 7:57, 7:74, 7:77, 7:78, 7:81 to 7:83, 7:85 to 7:87, 7:97, 7:98, 7:101, 7:106, 7:110, 7:117**
- National Labor Relations Board, **3:64, 7:46**
- Retaliation cases, **4:18, 4:23, 7:25 to 7:27, 7:81**

SUPREME COURT

- Labor Management Relations Act, **5:59**
- National Labor Relations Act, **2:4, 3:81, 3:85, 3:86, 3:89, 3:90, 5:82, 7:58, 7A:9, 8:30, 10:2**
- National Labor Relations Board, **3:86, 5:82, 6:113, 7:46**

SUSPENSION

- Social security benefits, **3:36**
- Unions, **4:20**

TEACHERS

Compensation, 4:5, 4:6, 4:9, 5:26, 5:31

TELEPHONE

Companies, 5:42

TENNESSEE

Age Discrimination in Employment

Act, 4:23, 6:15, 6:66, 6:114, 6:117, 7:26, 7:75, 7:83, 7:91, 8:9, 8:43, 8:62, 8:170, 9:33, 9:49, 11:69

Age discrimination, 4:23, 6:15, 6:66, 6:114, 6:117, 7:26, 7:75, 7:83, 7:91, 8:9, 8:43, 8:62, 8:170, 9:33, 9:49, 11:69, 11:71

Appeals, 4:23, 7:26, 7:83, 8:9, 8:43, 8:62, 8:170, 9:33, 11:69

Assignments, 4:23, 7:26

Compensation, 6:117, 7:26, 7:83, 8:9, 8:43, 8:62

Complaints, 4:23, 7:26, 7:83

Conciliation, 6:15

Conditions of employment, 7:26

Court proceedings, 6:114

Employment practices, 4:23, 6:15, 7:26, 7:91, 8:9, 11:69

Evidence, 7:26, 7:75, 7:83, 7:91, 8:9, 8:43, 8:62, 11:69

Family leave, 8:9

Harassment, 4:23, 7:26

Life insurance, 7:26

Notice, 6:15, 7:26, 9:49

Privileges of employment, 7:26, 8:9

Religious discrimination, 6:114

Remedies, 6:117, 8:9, 8:43, 8:62, 8:170

Sex discrimination, 8:9

State statutes, 11:69, 11:71

Termination of employment, 7:26, 7:75

Terms, 7:26, 8:9, 8:170, 11:69

Unemployment compensation, 6:117

TERMINATION

Acquisitions, 7:27

Age discrimination statutes, 7:81, 7:82, 11:69

Agents of employers, 3:91

TERMINATION—Cont'd

Audits, 7:74

Backpay, 6:113, 7:26, 8:14, 8:30

Burden of proof, 5:10, 5:51, 5:79, 6:68, 6:84, 7:7, 7:26, 7:37, 7:74, 7:77, 7:81, 7:90, 8:5, 8:19, 8:24, 8:48, 10:37, 11:69

Cause, 3:91, 4:9, 4:11, 4:14, 4:22, 4:24, 5:31, 5:59, 5:63, 5:80 to 5:82, 6:15, 6:18, 6:20 to 6:22, 6:29, 6:30, 6:34, 6:35, 6:62, 6:113, 6:116, 7:13, 7:20, 7:26, 7:27, 7:30, 7:32, 7:34, 7:46, 7:50, 7:59, 7:65, 7:71, 7:74, 7:75, 7:77, 7:81 to 7:83, 7:86, 7:90, 7:106, 7:107, 7:110, 7:114, 8:11, 8:41, 8:62, 10:11, 10:12, 10:32 to 10:35, 10:37 to 10:39, 11:69

Compensation terms, 5:77, 5:80

Consideration, 3:51, 4:41, 5:19, 5:51, 5:63, 5:64, 5:68, 5:71, 5:72, 5:76, 5:79 to 5:81, 6:29, 6:74, 6:84, 6:128, 7:7, 7:27, 7:63, 7:65, 7:81, 7:82, 7:110, 7:112, 7A:12, 8:62, 8:67, 9:28, 10:22, 10:36, 11:69

Conspiracy, 6:123, 10:39

Constructive discharge, 4:11, 4:12, 5:51, 6:7, 6:22, 6:62, 7:26, 7:46, 7:112, 8:67

Customers, 6:125, 7:26, 7:27, 7:40, 7:46, 7:74, 7:105, 7:106

Damages, 3:78, 3:91, 4:11, 5:3, 5:31, 5:80, 5:82, 5:86, 6:62, 6:74, 6:109, 6:113, 6:128, 6:129, 7:26, 7:27, 7:77, 7:90, 7A:5, 8:5, 8:11, 8:14, 8:15, 8:18 to 8:20, 8:24, 8:29, 8:31, 8:33, 8:34, 8:36, 8:38, 8:39, 8:41, 8:43, 8:48, 8:57, 8:62, 8:64, 8:67 to 8:69, 8:84, 8:85, 8:87, 8:100, 8:102, 8:120, 8:121, 10:32, 10:34, 10:38, 11:69

Defined benefit plans, 3:36

Disclaimers, 7:99

Employee Retirement Income Security Act, 4:41, 5:20, 5:72, 5:82, 7:90

Errors, 6:128, 7:26, 8:33

INDEX

TERMINATION—Cont'd

Evidence, 3:45, 3:64, 3:78, 3:91, 4:9, 4:11, 4:12, 4:17, 4:22, 4:24, 4:41, 5:7, 5:10, 5:13, 5:18 to 5:20, 5:31, 5:51, 5:77 to 5:79, 5:82, 5:83, 5:86, 6:7, 6:16, 6:18 to 6:21, 6:29, 6:34, 6:35, 6:62, 6:84, 6:120, 6:123, 6:125, 6:127 to 6:129, 7:7, 7:10, 7:11, 7:13, 7:20, 7:26, 7:27, 7:30, 7:32, 7:34, 7:36 to 7:40, 7:46 to 7:50, 7:52, 7:55, 7:57, 7:59, 7:61 to 7:63, 7:65, 7:71, 7:72, 7:74, 7:75, 7:77, 7:81 to 7:83, 7:86, 7:90, 7:99, 7:101, 7:102, 7:105 to 7:112, 7:114, 7:116, 7A:5, 8:5, 8:14, 8:19, 8:20, 8:29, 8:31, 8:33, 8:38, 8:39, 8:43, 8:57, 8:62, 8:64, 8:67, 8:84, 8:85, 8:87, 8:100, 8:102, 8:120, 8:129, 10:2, 10:12, 10:22, 10:34, 10:39, 11:69

Fair dealing, 10:38

Federal employment, 9:10, 11:69

Forum, 5:82, 6:29, 6:35, 6:68, 6:117, 7A:5, 7A:12, 9:28

Fraud, 3:64, 5:51, 5:71, 5:80, 6:17, 6:35, 7A:5

Front pay, 4:11, 8:5, 8:19, 8:20, 8:29, 8:31, 8:33, 8:38, 8:39, 8:57, 8:62, 8:64, 8:67 to 8:69, 8:135

General discussion, 10:31

Good faith and fair dealing, 10:38

Insubordination, 4:24, 6:125, 7:74, 7:106, 7:108

Intent to discriminate, 4:41, 5:31, 6:123, 7:86, 7:111, 7:112

Intentional infliction of emotional distress, 10:39

Interference with contractual relations, 10:39

Internal Revenue Service, 9:10

Intolerable working conditions, 7:46

Labor Department, 8:129

Legitimate expectations, 7:7, 7:13, 7:27, 7:34, 7:36 to 7:40, 7:49, 7:52, 7:55, 7:57, 7:102, 10:37

Legitimate nondiscriminatory explanation, 7:74, 7:81

Length of service, 4:41, 5:51

TERMINATION—Cont'd

Lost earnings, 8:29, 8:57, 8:62

Mitigation of damages, 8:39, 8:48

Motives, 5:31, 6:74, 7:13, 7:48, 7:50, 7:74, 7:77, 7:81 to 7:83, 7:108, 7:112

Performance appraisals, 7:40, 7:106

Performance standards, 7:36

Permanent employment, 6:18, 6:29, 10:37

Pleadings, 6:29, 6:62, 6:84, 6:113

Prima facie case, 3:78, 4:11, 4:22, 4:41, 5:19, 5:51, 6:8, 6:21, 6:62, 6:84, 6:120, 7:7, 7:10, 7:11, 7:13, 7:20, 7:26, 7:27, 7:30, 7:32, 7:34, 7:36 to 7:39, 7:46 to 7:50, 7:52, 7:55, 7:57, 7:59, 7:61 to 7:63, 7:65, 7:71, 7:74, 7:75, 7:77, 7:81, 7:86, 7:90, 7:99, 7:101, 7:102, 7:105 to 7:108, 7:110 to 7:112, 7:114, 9:28, 10:22, 11:69

Privacy, 7:74

Promissory estoppel, 10:39

Punitive damages, 6:113, 7:26, 8:11, 8:85, 8:120, 10:34, 10:38

Reinstatement, 3:12, 5:13, 6:15, 6:74, 6:113, 7:26, 7:105, 7:108, 7A:5, 8:5, 8:11, 8:24, 8:33, 8:34, 8:57, 8:62, 8:64, 8:67, 8:135, 8:141

Release of liability, 4:17, 5:63, 5:86, 8:100

Remedies, 6:7, 6:8, 6:18, 6:29, 6:35, 6:68, 6:106, 6:109, 6:113, 6:117, 7:27, 7:77, 7A:5, 8:5, 8:11, 8:14, 8:15, 8:18 to 8:20, 8:22, 8:24, 8:29 to 8:31, 8:33, 8:34, 8:36, 8:38, 8:39, 8:41, 8:43, 8:48, 8:51, 8:57, 8:62, 8:64, 8:67 to 8:69, 8:84, 8:85, 8:87, 8:100, 8:102, 8:120, 8:121, 8:129, 8:135, 8:141, 9:10, 10:34, 10:38, 10:39

Replacement requirement, 7:49

Settlement, 5:63, 5:64, 5:71, 5:76, 5:80 to 5:83, 5:86, 6:35, 6:109, 6:113, 6:128, 7:52, 7:83, 8:11, 8:33, 8:36, 8:41, 8:48, 9:28

State law, 3:4, 3:45, 4:22, 5:3, 6:38, 6:39, 6:68, 6:117, 7A:12, 8:120,

TERMINATION—Cont'd

10:2, 10:12, 10:22, 10:31,
10:33, 10:34, 10:36, 10:37,
10:39, 11:69
Suspension, 3:36, 4:22, 6:7, 6:57,
7:26, 7:27, 7:46, 7:112, 9:28,
10:12
Tax, 3:64, 5:46, 7:65, 8:11, 8:29,
10:2
Timing, 4:12, 4:22, 6:120, 6:125,
7:27, 7:40, 7:47, 7:48, 7:83,
8:24
Uniformed Services Employment and
Reemployment Rights Act, 3:91,
7:75
Unworthy of belief, 7:10, 7:74, 7:83
Wrongful termination, 6:7, 6:68,
7:83, 8:14, 8:19, 8:39, 8:57,
8:62, 10:33, 11:70

TESTS

Disparate impact, 5:16, 7:90

TEXAS

Age Discrimination in Employment
Act, 2:1, 3:76, 5:9, 5:12, 5:44,
5:57, 6:53 to 6:55, 6:116, 7:2,
7:6, 7:8, 7:13, 7:46, 7:57, 7:65,
7:72, 7:76, 7:77, 7:79, 7:81,
7:83, 7:86, 7:105, 7:106, 7:112,
7:114, 8:7, 8:67, 8:117, 8:120,
8:130, 8:160, 10:39, 11:40,
11:69
Age discrimination, 2:1, 3:76, 5:9,
5:12, 5:44, 5:57, 6:53 to 6:55,
6:116, 7:2, 7:6, 7:8, 7:13, 7:46,
7:57, 7:65, 7:72, 7:76, 7:77,
7:79, 7:81, 7:83, 7:86, 7:105,
7:106, 7:112, 7:114, 8:7, 8:67,
8:117, 8:120, 8:130, 8:160,
10:39, 11:40, 11:69, 11:71
Assignments, 5:12, 7:46, 10:39
Child labor, 5:12
Color discrimination, 7:106
Compensation, 2:1, 6:55, 7:6, 7:46,
7:65, 7:83, 8:120
Conditions of employment, 7:46
Constitutionality, 10:13
Employment agencies, 2:1, 7:2
Employment practices, 2:1, 11:69

TEXAS—Cont'd

Evidence, 2:1, 5:9, 5:12, 5:57, 6:54,
7:2, 7:6, 7:8, 7:13, 7:46, 7:57,
7:65, 7:72, 7:76, 7:77, 7:79,
7:81, 7:83, 7:86, 7:105, 7:106,
7:112, 7:114, 8:67, 8:117,
8:120, 8:160, 10:39, 11:40,
11:69
Exemptions, 2:1, 5:9, 5:12, 5:44,
5:57
Harassment, 7:6, 7:46, 7:81
Health, 2:1, 3:76, 5:9, 5:12, 5:44,
6:116, 7:13, 7:57, 7:83, 7:86,
8:7, 8:67
Hiring practices, 2:1
Life insurance, 10:39
Mail, 6:54, 6:55, 7:83
Mandatory retirement, 5:9, 10:13
National origin discrimination, 7:81
Notice, 3:76, 6:53 to 6:55, 7:86
Permits, 5:12
Pregnancy discrimination, 7:76
Privileges of employment, 2:1, 7:6
Religious discrimination, 7:76
Remedies, 2:1, 3:76, 6:53, 7:77, 8:7,
8:67, 8:117, 8:120, 8:130,
8:160, 10:39
Seniority systems, 5:12
State statutes, 3:76, 7:81, 8:120,
11:40, 11:69, 11:71
Technical assistance, 7:86
Termination of employment, 7:46
Terms, 2:1, 5:44, 7:6, 7:46, 7:76,
7:86, 11:69

THREATS

National Labor Relations Board, 7:46

TITLE VI

Attorney General, 11:32, 11:46
Causation, 11:40
Counsel, 11:64
Evidence, 11:39, 11:40
Intent, 11:33, 11:39, 11:48, 11:63
Notice, 11:32
Prima facie case, 11:39
Private actions, 11:33
Rehabilitation Act, 11:39, 11:64

INDEX

TITLE VII

Administration, 2:3, 3:56, 3:81, 4:4, 4:8, 4:20, 5:2, 5:7, 5:10, 5:94, 6:5, 6:54, 6:102, 6:126, 7:27, 7A:1, 8:44, 9:55, 11:2, 11:60

Administrative exemptions, 5:94

Age Discrimination in Employment Act, 2:1 to 2:3, 3:5, 3:12, 3:14 to 3:16, 3:18, 3:19, 3:22, 3:23, 3:26, 3:37, 3:38, 3:40, 3:44, 3:45, 3:48, 3:49, 3:51 to 3:53, 3:56, 3:58, 3:61 to 3:65, 3:74, 3:81 to 3:85, 3:87 to 3:89, 3:91, 3:94, 3:95, 4:4, 4:7, 4:8, 4:13 to 4:15, 4:17 to 4:20, 4:22 to 4:28, 4:42, 5:2, 5:7, 5:10, 5:12, 5:14, 5:16, 5:17, 5:20, 5:42, 5:55 to 5:59, 5:80 to 5:82, 5:88, 5:93, 5:94, 6:2, 6:4 to 6:6, 6:10, 6:11, 6:15 to 6:17, 6:22, 6:23, 6:25, 6:26, 6:29, 6:37, 6:41, 6:42, 6:46, 6:47, 6:49, 6:50, 6:52, 6:54, 6:55, 6:58, 6:72, 6:74, 6:89, 6:91, 6:95, 6:99 to 6:105, 6:107 to 6:109, 6:111 to 6:118, 6:120, 6:121, 6:123, 6:125 to 6:127, 7:1 to 7:3, 7:6 to 7:8, 7:13, 7:15, 7:19, 7:25 to 7:27, 7:30, 7:33, 7:43, 7:46, 7:57, 7:58, 7:61, 7:62, 7:65, 7:72 to 7:91, 7:97, 7:101, 7:102, 7:104, 7:107, 7:112, 7:114, 7:115, 7:118, 7A:1, 7A:2, 7A:4, 7A:5, 7A:8, 7A:11, 7A:12, 7A:16 to 7A:18, 8:1, 8:4, 8:5, 8:21, 8:26, 8:29, 8:30, 8:36, 8:38, 8:39, 8:42, 8:44, 8:57, 8:62, 8:66 to 8:68, 8:112, 8:120, 8:122, 8:123, 8:127, 8:129, 8:130, 8:135, 8:142, 8:147, 8:148, 8:151, 8:155, 8:162, 8:175, 9:1, 9:2, 9:13, 9:21, 9:28, 9:33, 9:40, 9:41, 9:43, 9:44, 9:46, 9:48, 9:49, 9:52, 9:54, 9:55, 9:57 to 9:59, 9:65, 9:66, 10:3, 10:22, 11:1, 11:2, 11:4, 11:40, 11:60, 11:62, 11:66 to 11:68

Aggrieved individuals, 2:1, 3:23, 6:102, 6:107, 6:108

Alternative dispute resolution, 7A:2, 8:151

TITLE VII—Cont'd

Arbitration agreements, 5:82, 6:107, 6:111, 6:113, 7:118, 7A:1, 7A:2, 7A:5, 7A:8, 7A:11, 7A:12, 7A:16, 7A:18, 8:129

Arbitration proceedings, 7A:5

Attorneys, 2:3, 3:23, 3:26, 4:25, 5:80, 6:29, 6:113, 6:114, 6:121, 7:2, 7:6, 8:1, 8:151

Backpay, 6:112, 6:113, 7:3, 7:26, 7A:8, 8:21, 8:26, 8:30, 8:112, 8:122, 8:151, 8:175, 9:41, 9:59

Bona fide occupational qualifications, 5:14

Bonuses, 5:56, 7:46, 8:29

Class actions, 5:81, 6:89, 6:113, 7:77, 7:78, 7A:5

Complaints, 3:81, 4:23, 4:26, 6:4, 6:5, 6:37, 6:89, 6:120, 6:125, 6:126, 7:3, 7:15, 7:25 to 7:27, 7:30, 7:74, 7:76, 7:83, 7:97, 9:21, 9:28

Conciliation, 4:14, 4:15, 6:2, 6:5, 6:6, 6:10, 6:11, 6:15, 6:47, 6:49, 6:50, 6:54, 6:58, 6:89, 6:91, 6:99, 6:102 to 6:104, 6:121, 6:126, 6:127, 7A:2, 7A:5, 8:142, 9:1, 11:66

Confidentiality, 4:22, 6:121, 7:74

Continuing violations, 6:22, 8:29, 9:44

Counsel, 2:1, 4:22, 5:80, 5:82, 6:5, 6:6, 6:10, 6:29, 6:47, 6:54, 6:55, 6:58, 6:72, 6:108, 6:113, 6:120, 6:123, 6:127, 7:13, 7:30, 7:75, 7:97, 7:114, 7A:17, 8:162, 9:48

Damages, 2:1, 3:91, 3:94, 3:95, 5:80, 5:82, 6:26, 6:74, 6:95, 6:107, 6:109, 6:112, 6:113, 6:121, 7:3, 7:26, 7:27, 7:77, 7:90, 7:118, 7A:5, 7A:8, 7A:11, 8:1, 8:4, 8:5, 8:21, 8:26, 8:29, 8:36, 8:38, 8:39, 8:42, 8:44, 8:57, 8:62, 8:66 to 8:68, 8:112, 8:120, 8:127, 8:142, 8:147, 8:148, 8:175, 9:13, 9:33, 9:41, 9:57, 10:3, 10:34, 11:2, 11:60, 11:66, 11:68

Discharge cases, 6:15, 6:22, 7:46, 7:61, 7:75

TITLE VII—Cont'd

Disclosures, 5:80, 6:29
 Elected officials, 3:22, 3:23, 11:4
 Employment agencies, 2:1, 3:12, 3:51, 3:87, 3:88, 4:13, 4:14, 4:28, 5:56, 7:2, 7:85, 8:148
 Equal Access to Justice Act, 8:155, 9:66
 Equal Employment Opportunity Commission, 2:1, 2:3, 3:5, 3:37, 3:38, 3:44, 3:52, 3:63, 3:65, 3:87 to 3:89, 4:4, 4:7, 4:14, 4:15, 4:19, 4:22, 4:24, 4:25, 4:27, 4:28, 5:2, 5:55, 5:80, 5:82, 6:2, 6:5, 6:6, 6:15 to 6:17, 6:37, 6:42, 6:46, 6:47, 6:49, 6:52, 6:54, 6:58, 6:89, 6:91, 6:95, 6:99 to 6:105, 6:107 to 6:109, 6:111 to 6:116, 6:120, 6:121, 6:125 to 6:127, 7:84, 7:85, 7:118, 7A:8, 7A:16, 8:1, 8:30, 8:57, 8:129, 8:155, 8:175, 9:1, 9:13, 9:21, 9:28, 9:33, 9:40, 9:43, 9:44, 9:46, 9:49, 9:55, 9:59, 9:66, 11:7, 11:60, 11:67
 Estoppel, 6:15, 6:29, 6:50, 6:52, 6:55, 6:74, 6:95, 6:114 to 6:118, 9:44, 9:48
 Evidence, 2:1, 2:2, 3:18, 3:37, 3:45, 3:49, 3:64, 3:89, 3:91, 3:94, 4:4, 4:7, 4:8, 4:17, 4:22, 4:24, 4:25, 4:42, 5:2, 5:7, 5:10, 5:12, 5:14, 5:16, 5:17, 5:20, 5:42, 5:56, 5:57, 5:82, 6:5, 6:16, 6:26, 6:29, 6:46, 6:47, 6:54, 6:72, 6:101, 6:120, 6:121, 6:123, 6:125 to 6:127, 7:2, 7:3, 7:6 to 7:8, 7:13, 7:15, 7:19, 7:25 to 7:27, 7:30, 7:33, 7:43, 7:46, 7:57, 7:58, 7:61, 7:62, 7:65, 7:72 to 7:91, 7:97, 7:101, 7:102, 7:107, 7:112, 7:114, 7:115, 7A:4, 7A:5, 7A:17, 8:4, 8:5, 8:29, 8:38, 8:39, 8:42, 8:44, 8:57, 8:62, 8:66, 8:67, 8:120, 8:127, 8:129, 8:148, 9:1, 9:2, 9:21, 9:41, 10:3, 10:22, 10:34, 11:2, 11:40, 11:66, 11:67
 Exhaustion of remedies, 6:2, 6:41, 9:21

TITLE VII—Cont'd

Expenses, 3:18, 5:42, 7:107, 8:36, 8:38, 10:3
 Federal agency, 6:58, 6:112, 6:118, 7:57
 Federal employment, 3:81, 6:52, 8:175, 9:1, 9:2, 9:43, 9:44, 9:52, 9:54, 9:55, 9:59
 Filing of charges with state and local agencies, 4:22
 Fringe benefits, 6:25, 8:36, 8:38
 Hiring, 2:1, 2:2, 3:15, 3:18, 3:85, 3:88, 3:91, 4:4, 4:27, 4:28, 5:2, 5:7, 5:10, 5:12, 5:17, 5:59, 6:16, 6:23, 6:95, 6:112, 6:123, 7:2, 7:13, 7:26, 7:46, 7:65, 7:72, 7:74 to 7:77, 7:85, 7:86, 7:88, 7:90, 7:104, 7:107, 7:114, 8:44, 8:129, 8:135, 8:148, 8:175, 9:1, 9:41, 10:22, 11:41, 11:60, 11:67
 Intervention, 2:1, 6:112, 6:113, 7:118, 7A:17
 Investigations, 3:5, 3:58, 3:95
 Jurisdiction, 3:45, 3:56, 3:81, 3:85, 3:89, 3:91, 5:58, 5:59, 5:82, 6:2, 6:4, 6:11, 6:52, 6:54, 6:58, 6:72, 6:74, 6:100, 6:103, 6:107, 6:111, 6:113, 6:117, 6:121, 7A:1, 7A:2, 7A:5, 7A:17, 8:1, 8:130, 9:28, 9:43, 9:44, 9:52, 9:66, 10:3, 11:67
 Local governments, 2:1, 3:74, 5:7, 7:1, 9:58, 10:3, 10:22
 Mistakes, 7:74
 Notice, 3:16, 3:65, 4:14, 5:17, 5:59, 6:2, 6:4 to 6:6, 6:10, 6:11, 6:15 to 6:17, 6:22, 6:29, 6:50, 6:52, 6:54, 6:55, 6:58, 6:89, 6:91, 6:102, 6:103, 6:107, 6:120, 7:26, 7:30, 7:86, 7:118, 7A:4, 7A:11, 8:135, 9:1, 9:2, 9:13, 9:21, 9:28, 9:40, 9:43, 9:44, 9:46, 9:48, 9:49
 Parties, 2:1, 3:14, 3:16, 3:18, 3:19, 3:45, 3:51, 3:84, 3:87, 4:7, 4:19, 5:10, 5:59, 5:80, 5:82, 6:4 to 6:6, 6:10, 6:29, 6:37, 6:46, 6:47, 6:49, 6:54, 6:72, 6:95, 6:104, 6:109, 6:112 to 6:115, 6:117, 6:120, 6:121, 6:125,

INDEX

TITLE VII—Cont'd

6:126, 7:2, 7:6, 7:13, 7:19,
7:27, 7:33, 7:46, 7:65, 7:81,
7:83, 7:84, 7:86, 7:87, 7:118,
7A:1, 7A:2, 7A:5, 7A:8, 7A:12,
7A:16, 7A:17, 8:1, 8:21, 8:29,
8:57, 8:62, 8:67, 8:68, 8:122,
8:127, 8:151, 8:155, 9:13, 9:21,
9:28, 9:54, 11:67
Pleadings, 6:5, 6:29, 6:113, 7:97
Private actions, 6:95, 7:118
Private employers, 6:55, 8:151, 9:28,
9:41, 9:49, 11:66
Production of documents, 6:100
Punitive damages, 6:107, 6:113,
7:26, 7A:8, 8:120, 10:34, 11:2,
11:68
Retaliation, 2:1, 3:5, 3:12, 3:81,
3:82, 3:91, 4:8, 4:13 to 4:15,
4:17 to 4:20, 4:22 to 4:26, 5:58,
5:81, 6:5, 6:6, 6:37, 6:115,
6:117, 7:3, 7:6, 7:25 to 7:27,
7:30, 7:46, 7:65, 7:81 to 7:83,
7:97, 7:107, 7:112, 8:30, 8:67,
8:127, 8:129, 9:1, 9:2, 9:21,
9:28, 9:33, 9:43, 9:55, 9:58,
11:66, 11:68
Section 1981, 11:67
Seniority, 2:2, 3:15, 4:42, 5:12, 5:16,
5:17, 5:55, 5:56, 6:25, 6:26,
6:112, 7:7, 7:15, 7:62, 7:76,
7:88, 7:112, 7A:12, 8:26, 8:29,
8:38, 8:44, 8:135
Service, 3:14, 3:23, 3:91, 4:7, 4:14,
4:42, 5:7, 5:12, 5:17, 5:20,
5:42, 5:55, 5:56, 5:59, 6:6,
6:23, 6:25, 6:47, 6:55, 6:113,
6:115, 6:118, 7:7, 7:26, 7:46,
7:57, 7:74, 7:76, 7:85, 7:86,
7:90, 7:112, 8:36, 8:67, 8:122,
8:127, 8:151, 9:1, 9:2, 9:28,
9:44, 9:54, 9:57, 10:3, 10:22
Settlements, 2:1, 6:47, 6:113, 7:118,
7A:5
State governments, 3:74, 9:41
State laws, 5:94, 7A:2, 10:34
Statistical evidence, 5:42, 6:120,
6:123, 7:57, 7:61, 7:62, 7:65,
7:77, 7:87, 7:88, 7:90, 7:91,
7:102

TITLE VII—Cont'd

Statutory exceptions, 7:65
Subpoenas, 6:100
Termination cases, 6:22, 8:129
Terms, 2:1, 2:3, 3:23, 3:45, 3:56,
3:64, 3:81, 3:85, 3:87, 3:91,
4:7, 4:14, 4:17, 4:20, 4:25, 5:2,
5:7, 5:16, 5:55, 5:56, 5:59,
5:80, 5:88, 6:5, 6:41, 6:47,
6:74, 6:91, 6:107, 6:111, 6:113,
6:115, 7:3, 7:6, 7:15, 7:26, 7:30,
7:33, 7:43, 7:46, 7:76, 7:86,
7:88 to 7:90, 7:102, 7:118,
7A:1, 7A:2, 7A:5, 7A:11,
7A:12, 7A:17, 8:1, 8:44, 8:142,
8:155, 9:1, 9:2, 9:21, 9:65, 11:4,
11:41, 11:60, 11:66
Transfer cases, 7:7
Trial, 3:82, 4:7, 4:22, 4:24, 5:7, 5:12,
5:17, 5:81, 5:93, 6:42, 6:47,
6:50, 6:54, 6:58, 6:72, 6:74,
6:91, 6:111, 6:113, 6:116, 6:120,
6:123, 6:125 to 6:127, 7:7,
7:27, 7:43, 7:61, 7:62, 7:65,
7:73, 7:74, 7:76 to 7:78, 7:81,
7:83, 7:85, 7:86, 7:90, 7:97,
7:112, 7:114, 7:118, 7A:4,
7A:12, 8:5, 8:26, 8:29, 8:36,
8:62, 8:67, 8:68, 8:122, 8:123,
8:129, 8:135, 8:142, 8:148,
8:151, 8:162, 9:41, 9:54, 9:66,
11:68
Unions, 3:51, 3:81, 3:85, 4:20, 4:26,
5:58, 5:59, 6:112, 7:2, 7:58,
7A:1, 7A:2, 7A:5, 8:130
Venue, 6:113, 7:58, 7A:8, 9:52
Worksharing agreements, 6:2, 6:15,
6:58

TRANSPORTATION

Child labor, 5:12
Drivers, 5:5, 5:10 to 5:12, 7A:10
Minimum wages, 8:144

TWO-TAILED

Statistics, 7:59

UNDERLYING DISCRIMINATION

Retaliation, 4:15, 6:6

UNEMPLOYMENT COMPENSATION

Misconduct, 6:117

UNIFORMS

Benefits, **8:31**
Fringe benefits, **8:31**

UNION MEMBERS

Appeal, **3:86**
Complaint, **3:86, 6:112**
Contracts, **7A:12**
Damages, **2:4, 3:86, 6:112, 7A:9**
Discovery, **1:4**
Employee, **1:4, 2:4, 3:86, 4:12, 4:27, 6:112, 7:58, 7A:9, 7A:12**
Employer, **1:4, 3:5, 3:85, 3:86, 4:12, 4:27, 6:112, 7:58, 7A:9, 7A:12**
Enforcement, **2:4, 3:5, 3:86, 6:112, 7A:9**
Equitable relief, **3:5, 6:112**
Hearing, **3:86, 7:58, 7A:9**
Jurisdiction, **2:4, 3:85**
Labor organization, **3:85, 4:12, 4:27, 7:58**
Litigation, **1:4, 3:86, 6:112, 7:58, 7A:9**
Notice, **3:86, 7A:9**
Officers, **4:12, 6:112**
Parties, **3:86, 4:12, 6:112, 7A:9, 7A:12**
Plaintiffs, **1:4, 2:4, 3:5, 4:12, 4:27**
Procedure, **7A:12**
Relief, **1:4, 2:4, 3:5, 3:86, 4:12, 6:112, 7:58, 7A:9**
Remedies, **2:4**
Union member, **6:112, 7:58**
Venue, **7:58**
Waiver, **4:12, 7A:12**

UNITED STATES

National Labor Relations Act, **3:81, 3:85, 3:89, 3:90, 8:30**

USERRA

Benefits, **7:75, 8:98, 8:124**
Discipline, **3:91**
Federal government, **8:83, 8:91, 8:98, 8:102, 8:124**
Parties, **8:124**
Retaliation, **3:91, 8:102**
Termination of employment, **7:75**

UTAH

Age Discrimination in Employment Act, **6:54, 6:72, 6:80, 6:117**
Age discrimination, **6:54, 6:72, 6:80, 6:117, 11:71**
Appeals, **6:54**
Compensation, **6:117**
Conciliation, **6:54**
Dispute, **6:54**
Evidence, **6:54, 6:72**
Notice, **6:54, 6:80**
Remedies, **6:117**
State statutes, **11:71**
Unemployment compensation, **6:117**

VACATIONS

Age discrimination, **5:29, 5:43, 8:50**

VALIDITY

Statistics, **7:95**

VENUE

ADA, **6:113, 7:58, 7A:8**
Age Discrimination in Employment Act, **6:66, 6:113, 7:58, 7A:8, 9:52**
Equal Pay Act, **7:58**
National Labor Relations Board, **6:113**

VERIFICATION

Age Discrimination in Employment Act, **6:15, 7A:11**

VERMONT

Age discrimination, **10:33, 11:71**
At-will employment, **10:33**
State statutes, **11:71**

VESTING

Employee Retirement Income Security Act, **4:38, 4:41, 5:20**

VICARIOUS LIABILITY

Age discrimination, **3:91, 4:23**
Agency principles, **3:91**
Distribution, **4:23**
Harassment, **4:23**
Hostile environment, **4:23**
Individual liability, **3:91**
Supervisors, **3:91, 4:23**
Tangible employment action, **3:91**

INDEX

VIOLATIONS

Federal employment, **2:4, 7A:6, 9:44, 11:69**

VIRGIN ISLANDS

Age discrimination, **11:71**

VIRGINIA

Age Discrimination in Employment Act, **2:1, 6:66, 6:98, 7:13, 7:46, 7:80, 7:110, 8:74, 8:152, 8:164, 8:173**

Age discrimination, **2:1, 6:66, 6:98, 7:13, 7:46, 7:80, 7:110, 8:74, 8:152, 8:164, 8:173, 10:24, 11:71**

Assignments, **7:46**

Child labor, **10:24**

Compensation, **2:1, 7:46**

Conditions of employment, **7:46**

Employment agencies, **2:1**

Employment practices, **2:1, 7:110**

Evidence, **2:1, 6:98, 7:13, 7:46, 7:80, 7:110**

Exemptions, **2:1**

Harassment, **7:46**

Health, **2:1, 7:13, 8:152**

Hiring practices, **2:1**

Investigations, **6:98**

Minimum wages, **10:24**

Privileges of employment, **2:1**

Remedies, **2:1, 7:80, 8:74, 8:152, 8:164, 8:173**

Reports, **2:1, 7:46**

State statutes, **11:71**

Subpoena, **2:1, 6:98**

Termination of employment, **7:46**

Terms, **2:1, 7:46, 7:110, 8:152, 8:164, 10:24**

WAGES

Defined, **3:85, 3:87, 4:5, 5:16, 5:27, 5:31, 6:75, 8:148**

National Labor Relations Act, **3:85, 3:86, 7A:9, 8:30**

WAITING PERIODS

Age Discrimination in Employment Act, **5:63, 5:90, 6:58**

WAIVER

Age Discrimination in Employment Act, **3:6, 3:29, 3:73, 3:90, 4:12, 4:16, 4:17, 5:22, 5:24, 5:63 to 5:65, 5:67 to 5:82, 5:84, 5:86, 5:87, 5:90, 5:93, 6:9, 6:13, 6:15, 6:27, 6:29, 6:51, 6:52, 6:63, 6:73, 6:76, 6:77, 6:98, 6:111, 6:128, 7:28, 7A:1, 7A:4, 7A:6, 7A:7, 7A:11, 7A:12, 8:100, 8:142, 8:175, 9:2, 9:8, 9:10, 9:13, 9:33, 9:48, 9:58, 9:59, 9:65, 9:66, 11:26**

Compulsory arbitration, **6:111, 7A:11**
National Labor Relations Act, **3:90, 5:82**

WASHINGTON

Age Discrimination in Employment Act, **3:76, 5:58, 5:78, 6:12, 7:7, 9:29**

Age discrimination, **3:76, 5:58, 5:78, 6:12, 7:7, 9:29, 11:42, 11:71**

Appeals, **3:76, 5:58, 7:7, 9:29, 11:42**

Complaints, **6:12, 9:29**

Costs, **9:29**

Evidence, **5:78, 7:7, 9:29**

Exemptions, **5:58, 5:78**

Harassment, **5:58**

Minimum wages, **5:58**

Notice, **3:76, 9:29**

Race discrimination, **7:7**

Remedies, **3:76, 9:29**

Retirement benefits, **3:76**

Sanctions, **9:29**

State statutes, **3:76, 11:42, 11:71**

Terms, **5:78**

WEST VIRGINIA

Age Discrimination in Employment Act, **6:98, 8:152, 8:164, 8:173**

Age discrimination, **6:98, 8:152, 8:164, 8:173, 11:71**

Evidence, **6:98**

Health, **8:152**

Investigations, **6:98**

Remedies, **8:152, 8:164, 8:173**

State statutes, **11:71**

Terms, **8:152, 8:164**

WILLFULNESS

Age Discrimination in Employment Act, 3:94, 5:2, 5:60, 5:61, 5:86, 6:62, 6:121, 6:128, 8:3, 8:13, 8:72, 8:73, 8:76 to 8:78, 8:80 to 8:87, 8:89 to 8:104, 8:106, 8:117, 8:127, 8:161
Liquidated damages, 3:94, 5:61, 5:86, 6:62, 6:121, 6:128, 8:3, 8:13, 8:72, 8:73, 8:76 to 8:78, 8:80 to 8:87, 8:89 to 8:104, 8:106, 8:117, 8:161

WISCONSIN

Age Discrimination in Employment Act, 6:33, 6:36, 6:39, 6:107, 6:113, 6:117, 7:47, 7:118
Age discrimination, 6:33, 6:36, 6:39, 6:107, 6:113, 6:117, 7:47, 7:118, 11:58, 11:71
Compensation, 6:117, 7:118
Conciliation, 6:36
Discrimination, 6:33, 6:36, 6:39, 6:107, 6:113, 6:117, 7:47, 7:118, 11:58, 11:71
Employment practices, 6:107, 6:113
Evidence, 6:33, 7:47
Health, 6:117, 7:47
Hearings, 6:113
Judicial remedies, 6:33
Notice, 6:33, 6:36, 6:107, 7:118
Private actions, 7:118
Remedies, 6:33, 6:107, 6:113, 6:117
Retaliation, 6:117
State statutes, 11:58, 11:71
Terms, 6:33, 6:107, 6:113, 7:47, 7:118
Unemployment compensation, 6:117

WITHHOLDING

Disability benefits, 4:6, 4:36, 5:28, 5:32

WITHHOLDING—Cont'd

Retaliation, 3:12, 4:14, 4:19, 4:24, 8:129
Sick leave, 5:28

WORK HOURS

National Labor Relations Board, 7:46

WORKING CONDITIONS

National Labor Relations Act, 3:89, 5:82
National Labor Relations Board, 5:82, 7:46

WORKSHARING AGREEMENTS

Age Discrimination in Employment Act, 6:2, 6:15, 6:43, 6:58
Title VII, 6:2, 6:15, 6:58

WRONGFUL DISCHARGE

National Labor Relations Act, 8:30
Railway Labor Act, 5:2, 5:11

WYOMING

Age Discrimination in Employment Act, 3:73, 3:74, 3:76, 5:3, 5:8, 7:37, 10:22
Age discrimination, 3:73, 3:74, 3:76, 5:3, 5:8, 7:37, 10:22, 11:71
Compensation, 5:8
Complaints, 3:73
Constitutionality, 3:74
Evidence, 5:8, 7:37, 10:22
Exemptions, 5:3, 5:8
Mandatory retirement, 5:3, 5:8
Notice, 3:76
Permits, 5:3, 10:22
Remedies, 3:76
Sex discrimination, 10:22
State statutes, 3:76, 11:71
Terms, 3:73, 5:8