

Cumulative Title Index to The Labor Lawyer

Volumes 1–33

- 10(B) or Not 10(B): A Critical Overview of Court—Selected Limitations Periods in Labor Law*, Stein, Mark S., vol. 6, no. 2, page 331.
- 1983 Migrant and Seasonal Agricultural Workers Act Results in a Harvest of Litigation Ripe for the Picking*, Dingfelder, John J., vol. 5, no. 2, page 239.
- The 1986–87 Supreme Court Labor and Employment Law Term: The Expanding Focus on Individual Rights and Preemption*, Craver, Charles B., vol. 3, no. 4, page 755.

A

- An Academic Perspective: Selected Supreme Court Decisions*, Leslie, Douglas L., vol. 5, no. 1, page 125.
- Accommodating the Employment Disabled*, Leslie, Douglas L., **vol. 17, no. 1**, page 143.
- Address to the Section*, Hockaday Jr., Irvine O., vol. 4, no. 1, page 129.
- ADEA Implications of Hishon*, Bernstein, Michael I., vol. 1, no. 3, page 519.
- The Adjudication of Same-Sex Sexual Harassment Claims Under Title VII*, Blasi, Susan Silberman, 1996 Student Writing Competition Winner, **vol. 12, no. 2**, page 291.
- ADR in Labor and Employment Law During the Past Quarter Century*, St. Antoine, Theodore J., **vol. 25, no. 3**, page 411.
- Age Discrimination in Employment: Releases Protect Employers Too!*, Halpern, Philip M., vol. 8, no. 4, page 949.
- Agreeing to Disagree on EEO Disputes*, King Jr., James A., Glen D. Nager, Ronald K. Noble and Joan E. Young, vol. 9, no. 1, page 97.
- Agreements Between Employers Not To Hire Each Other's Employees: When Are They Enforceable?*, Haase, David K. and David M. Mungerson, **vol. 27, no. 3**, page 277.
- AIDS and Employment*, Turner, Ronald and David B. Ritter, vol. 5, no. 1, page 83.
- AIDS and Employment: Bibliographic Resources*, Leonard, Arthur S., vol. 3, no. 2, page 229.
- Alcoholism as a Handicap under Federal and State Employment Discrimination Laws*, Fitzpatrick, Robert B., vol. 7, no. 2, page 395.
- Alleging a “Pattern or Practice” under ADEA: An Analysis of the Impact and Problems of Proof*, Starkman, Paul E., vol. 8, no. 1, page 91.
- Alternative Dispute Resolution – Interest Arbitration and The National Labor Relations Act*, Datz, Harold J., vol. 6, no. 1, page 127.
- Alternative Dispute Resolution and Deferral to Arbitration*, Spelfogel, Evan J., vol. 6, no. 1, page 87.
- Alternative Dispute Resolution and Enforcement of Statutory Rights*, LaVante, James R., vol. 6, no. 1, page 107.

- Alternative Dispute Resolution Under the NLRA: Devaluation of the Strike*, O'Reilly, Timothy Patrick, vol. 6, no. 1, page 133.
- American and Australian Labor Law and Differing Approaches to Employee Choice*, McCallum, Ron, **vol. 26, no. 2**, page 181.
- Americans' Ability to Compete—The Work Force of 2000 and the Problems It Will Present*, Steger, Joseph A., vol. 7, no. 2, page 271.
- The Americans with Disabilities Act—An Historic Perspective*, Mayerson, Arlene, vol. 7, no. 4, page 847.
- Americans With Disabilities Act and AIDS*, Benaroya, E. Anne and Robert B. Fitzpatrick, vol. 8, no. 2, page 249.
- The Americans with Disabilities Act and Reasonable Accommodation: Are Employers Required to Reassign Disabled Individuals Who Can No Longer Perform Their Jobs?*, Murray, P.J., III and Terrence M. Lewis, **vol. 15, no. 1**, page 1.
- The Americans with Disabilities Act Definition of Disability*, Feldblum, Chai R., vol. 7, no. 1, page 11.
- An Analysis of the Burlington and Faragher Affirmative Defense: When are Employers Liable?*, Mansfield, Nancy R. and Joan T.A. Gabel, **vol. 19, no. 2**, page 107.
- Analysis of U.S. Supreme Court Employment Law Decisions*, Perritt Jr., Henry H., **vol. 17, no. 2**, page 367.
- Analyzing Anti-harassment Policies and Complaint Procedures: Do They Encourage Victims to Come Forward?* Feldman-Summers, Shirley, **vol. 16, no. 2**, page 307.
- The Application of U.S. Labor Laws to Activities and Employees outside the United States*, Moldorf, Stephen B., **vol. 17, no. 3**, page 417.
- Applying the Supreme Court's Affirmative Defense to Supervisor Harassment*, Crotty, Cara Yates, **vol. 16, no. 3**, page 449.
- Appropriate Bargaining Units in the Health Care Industry*, Sharo, Cynthia A., vol. 5, no. 4, page 787.
- The Appropriate Test in Determining Union Liability in Employment Discrimination Cases*, Allotta, Joseph J. and Larry D. Farley, vol. 5, no. 1, page 27.
- Arbitral Craftsmanship and Opinion Writing*, Abrams, Roger I., and Dennis R. Nolan, vol. 5, no. 2, page 195.
- Arbitration of Discrimination Claims in the Union Setting: Revising the Tension Between Individual Rights and Collective Representation*, Salvatore, Paul and John F. Fullerton III, **vol. 14, no. 1**, page 129.
- Arbitration of Employment Disputes before and after Circuit City*, Murov, Ellis B. and Beverly A. Aloisio, **vol. 17, no. 2**, page 327.
- Arbitrators—Unlike Too Many Cooks—Do Not Spoil the Soup! Making the Case for Allowing Pre-Dispute Mandatory Arbitration of Unfair Labor Practice Charges in Nonunion Workforces*, Thompson, Liquita Lewis, **vol. 23, no. 3**, page 301.
- Are We Witnessing a Kinder, Gentler EEOC? The EEOC's Task Force Report on Best Private Sector EEO and Diversity Practices and Other Agency Trends*, Jones, Commissioner Reginald E., **vol. 14, no. 2**, page 317.

- An Argument That the WARN Act Does Not Allow Plaintiffs to Recover Non-ERISA Benefits*, William B. Cowen, Merritt J. Green, Gregory J. Ossi, and Jan W. Sturner, **vol. 16, no. 2**, page 269.
- Assessing Credibility in Labor Arbitration*, Lareau, Margaret A. and Howard R. Sacks, vol. 5, no. 2, page 151.
- Assessing Mr. Samsa's Employee Rights: Kafka and the Art of the Human Resource Nightmare*, Krause, Anthony W., **vol. 15, no. 2**, page 309.
- Association Discrimination Under the Americans with Disabilities Act: The Case of Dependent Healthcare Costs*, Schutz, Jacob, **vol. 27, no. 3**, page 485.
- The Attack on Arbitration and Mediation of Employment Disputes*, Pompey, Stuart H., Michael Delikat and Lisa K. McClelland, **vol. 13, no. 1**, page 21.
- The Attack on the Fluctuating Workweek Method*, Lomax, Jr., John F., **Volume 30, No. 3**, page 347.
- Attendance Control Issues Under the ADA and the FMLA*, Gordon, Robert B. and Christopher L. Ekman, **vol. 13, no. 2**, page 393.
- At the Cutting Edge of Labor Law Preemption: A Critique of Chamber of Commerce v. Lockyer*, Befort, Stephen F. and Bryan N. Smith, **vol. 20, no. 1**, page 107.
- Attorney Misconduct on Social Media: Recognizing the Danger and Avoiding Pitfalls*, Nagle, Robert C. and Pamela Chandran, **Vol. 32, No. 3**, page 427.
- Austin v. Owens-Brockway Glass Container, Inc.: Shattering Discriminated Union Members' Choice of Judicial Forum*, Morrow, Joshua J., 1998 Student Writing Competition Winner, **vol. 14, no. 1**, page 143.
- Austria's Social Partnership: A Unique Extralegal System of Labor- Management Cooperation*, Gilbert, Robert W., vol. 3, no. 2, page 311.
- Automatic Exception of Highly-Paid Employees and Other Proposed Amendments to the White-Collar Exemptions: Bringing the Fair Labor Standards Act Into the Twenty-First Century*, Faillance, Michael A., **vol. 15, no. 3**, page 357.
- Avoiding and Dealing with Unethical Communications with Putative Class Members in Systemic Cases*, Lage, Christopher, **vol. 27, no. 1**, page 43.
- Avoiding Claims of Discrimination Based on Personal Appearance, Grooming, and Hygiene Standards*, Koonin, Marc A., **vol. 15, no. 1**, page 19.
- Avoiding the Inevitable, Resolving Conflicts Between the ADA and the NLRA*, Pritchard Jr., Robert W., vol. 11, no. 3, page 375.

B

- The Bankrupt's Employment Claim—List It or Lose It*, Hardy, Benjamin A., **vol. 18, no. 2**, page 193.
- Bannering Neutrals—Coercive Secondary Boycott or Free Speech?* Pettibone, Jon E., **vol. 18, no. 3**, page 349.
- Banners, Rats, and Other Inflatable Toys: Do They Constitute Picket Activity? Do They Violate Section 8(b)(4)?*, Ryan, Timothy F. and Kathryn M. Davis, **vol. 20, no. 2**, page 137.
- Bargaining Orders: A Call for Restraint*, Neighbors, John T. and Mark J. Sifferlen, vol. 10, no. 2, page 301.
- Bargaining Orders: Are They Really an "Extraordinary" Remedy?*, Strauss, Jesse H., vol. 10, no. 2, page 319.

- Bargaining Unit Consolidations: One Union or Two?* Fullerton III, John F. and Paul Salvatore, **vol. 20, no. 3**, page 291.
- Battleground for a Divided Court: Employment Discrimination in the Supreme Court, 1988–89*, Shanor, Charles A. and Samuel A. Marcosson, vol. 6, no. 1, page 145.
- Battling Case Backlogs at the NLRB: The Continuing Problem of Delays in Decision Making and the Clinton Board's Response*, Truesdale, John C., **vol. 16, no. 1**, page 1.
- Better Process, Better Results: Integrating Mediation and Arbitration to Resolve Collective Bargaining Disputes*, Javits, Joshua M., **Vol. 32, No. 2**, page 167.
- Beware of the Alleged Harasser—Lawsuits by Those Accused of Sexual Harassment*, Comisky, Hope A., **vol. 12, no. 2**, page 277.
- Beyond Misclassification: Tackling the Independent Contractor Problem Without Redefining Employment*, Zatz, Noah D., **vol. 26, no. 2**, page 279.
- Beyond the ADA: Protection of Employees with Drug and Alcohol Problems in Arbitration*, Bucking, James W., vol. 11, no. 1, page 1.
- Beyond the Minimum Wage: How the Fair Labor Standards Act's Broad Social and Economic Protections Support Its Application to Workers Who Earn a Substantial Income*, Prakash, Anna P. and Skemp, Brittany B., **Volume 30, No. 3**, page 367.
- Big Brother or Modern Management: E-mail Monitoring in the Private Workplace*, Robinson, Eric P., **vol. 17, no. 2**, page 311.
- Big Data and Employment Law: What Employers and Their Legal Counsel Need to Know*, Gay, Darrell S. and Kagan, Abigail M., **Vol. 33, No. 2**, page 191.
- The Binding Effect of Affirmative Action Guidelines*, Blumrosen, Alfred W., vol. 1, no. 2, page 261.
- The Boeing Case: Creating Outrage Out of Very Little*, Getman, Julius, **vol. 27, no. 1**, page 99.
- Book Review: *Business and Commercial Litigation in the Federal Courts*, Lewis, Elizabeth L., (reviewer), **vol. 15, no. 1**, page 151.
- Book Review: *Labor Injunctions by H. Perritt*, Cleary, Richard S. (reviewer), vol. 3, no. 2, page 323.
- Book Review: *The Legal Future of Employee Representation*, edited by Matthew W. Finkin, Rabin, Robert J. (reviewer), vol. 10, no. 4, page 761.
- Born in the Bandwidth: "Digital Native" As Pretext for Age Discrimination in Hiring*, Sink, Jessica K. and Bales, Richard, **Vol. 31, No. 3**, page 521.
- The Boss's Eyes and Ears: A Case Study of Electronic Employee Monitoring and the Privacy for Consumers and Workers Act*, DeTienne, Kristen Bell and Richard D. Flint, **vol. 12, no. 1**, page 93.
- Brave New Cyberworld: the Employer's Legal Guide to the Interactive Internet*, Paul, Richard A. and Lisa Hing Chung, **vol. 24, no. 1**, page 109.
- The Brief Career of St. Elizabeth Manor: Once Again an Incumbent Union Is Entitled Only to a Rebuttable Presumption of Continuing Majority Status in Successorship Situations*, Siebert, W.V. Bernie, **vol. 19, no. 1**, page 17.
- Building an Internal Defense against Class Action Lawsuits and Disparate Impact Claims*, King, G. Roger and Jeffrey D. Winchester, **vol. 16, no. 3**, page 371.
- The Business Necessity Defense to Unilateral Changes in Working Conditions Under the Duty to Bargain in Good Faith*, Chicoine, Jeffrey P., vol. 8, no. 2, page 297.

C

A Call to Congress to Add a “Knowing and Voluntary” Waiver Provision to the Fair Labor Standards Act to Enable Private Resolution of Wage Disputes, Kuettel, Andrew C., **Volume 30, No. 3**, page 409.

Can One Unilaterally Gain the Right to Make Unilateral Changes in Working Conditions?, Kolick, Joseph E., Jr. and Merle M. DeLancey Jr., vol. 9, no. 2, page 137.

Capital Investment, Relocations, and Major Business Changes Under the NLRA, Miscimarra, Philip A., **vol. 27, no. 1**, page 79.

Cases and Issues in Cash Balance Plan Litigation, Rachal, Robert, Russell L. Hirschhorn and Nicole Eichenberger, **vol. 22, no. 1**, page 19.

The Challenge of Being General Counsel, Fred Feinstein, **vol. 16, no. 1**, page 19.

The Changing American Workplace, Mitchell, Daniel J.B., vol. 1, no. 2, page 301.

The Changing Complexion of Workplace Law: Labor and Employment Decisions of the Supreme Court’s 1999-2000 Term, Brudney, James J., **vol. 16, no. 2**, page 151.

Changing Definitions of Sex under Title VII, Banks, Lisa J. and Alejandro, Hannah, **Vol. 32, No. 1**, page 25.

Changing Public Policy: Private Arbitration to Resolve Statutory Employment Disputes, Siegel, Jay S., **vol. 13, no. 1**, page 87.

Changing the Traditional Grievance and Arbitration Model: Alternative Dispute Resolution Provisions in Air Force Collective Bargaining Agreements, Cox, Douglas B., **vol. 15, no. 1**, page 69.

A Checkered Past: When Title VII Collides with State Statutes Mandating Criminal Background Checks, Cary, Timothy M., **vol. 28, no. 3**, page 499.

Checklist for Counseling the Corporate Defendant in an Employment Lawsuit, Carey, Jana Howard, vol. 6, no. 1, page 73.

Choices, Bias, and the Value of the Paycheck Fairness Act: A Response Essay, Nicole Buonocore Porter, **vol. 29, no. 3**, page 429.

Chronic Serious Health Impairments and Worker Absences Under Federal Employment Laws, Silbergold, Arthur F. and Stacie S. Polashuk, **vol. 14, no. 1**, page 1.

The Civil Rights Act of 1991, Cathcart, David and Mark Snyderman, vol. 8, no. 4, page 849.

The Civil Rights Act of 1991: Overview and Analysis, Piskorski, Thomas J. and Michael A. Warner, vol. 8, no. 1, page 9.

Clarification of Arbitration Awards, Werner, Charles A. and David Holtzman, vol. 3, no. 1, page 183.

Class Certification Statistical Analyses Post-Dukes, Baker, Mary Dunn, **vol. 27, no. 3**, page 471.

Class Wide Determinations of Overtime Exemptions: The False Dichotomy Posed by Sav-On and a Suggested Solution, King, Allan G. and Marlene S. Muraco, **vol. 21, no. 3**, page 257.

The Clinton Board(s)—A Partial Look from Within, Wilma B. Liebman and Peter J. Hurtgen, **vol. 16, no. 1**, page 43.

The Clinton Labor Board: Continuing a Tradition of Moderation and Excellence, Craver, Charles B., **vol. 16, no. 1**, page 123.

- The Clinton Labor Board: Difficult Times for a Management Representative*, Kramer, Andrew M., **vol. 16, no. 1**, page 75.
- COBRA's Requirements for Group Health Plans: Do They Apply in a Strike?*, Grate, Marshall W., vol. 4, no. 1, page 35.
- Co-Employment—A Review of Customer Liability Issues in the Staffing Services Industry*, Lenz, Edward A., vol. 10, no. 2, page 195.
- The Collateral Estoppel Effect of Administrative Unemployment Insurance Decisions in Subsequent State and Federal Litigation*, Cavanaugh, Gregg J., vol. 2, no. 4, page 839.
- Collective Notice of Individual Rights Under the Fair Labor Standards Act: Court Enforcement of Pre-Arbitration Safeguards in Section 16(b) Actions*, Mazaheri, Bernard R. and Thomas, Christina J., **Volume 30, No. 3**, page 325.
- Coming Soon to an OSHA Violation Near You: The Responsible Corporate Officer Doctrine*, Goldberg, Joshua, **vol. 18, no. 2**, page 263.
- Compelled to Wear a Union Logo as Part of a Mandatory Uniform Requirement Pursuant to a Collective Bargaining Agreement: Good Labor Policy or Simply a Walking Billboard for the Union?*, Taylor, Michael, **vol. 18, no. 1**, page 79.
- Competing Concerns in Employment Litigation: How Courts are Managing Discovery of an Employee's Immigration Status*, Doyle, Thomas A., **vol. 28, no. 3**, page 405.
- Compromise Is Complicity: Why There Is No Middle Road in the Struggle to Protect Day Laborers in the United States*, McDevitt, Justin, 2010 Student Writing Competition Winner, **vol. 26, no. 1**, page 101.
- Concerted Activity – The Intersection Between Political Activity and Section 7 Rights*, Bateman, Paul E., **vol. 23, no. 1**, page 41.
- Conducting an Ethically Sound Internal EEO Investigation*, Lage, Christopher, **vol. 27, no. 3**, page 415.
- Confusion Demands Simplicity: Applying FRCP 26 to ERISA Conflict of Interest Discovery Requests*, Lebsack, J. Bennett, **vol. 27, no. 1**, page 121.
- The Constitutional Dimension of Unilateral Change in Public-Sector Collective Bargaining*, Befort, Stephen F., **vol. 27, no. 2**, page 165.
- Contacting Employees of an Adverse Corporate Party: A Plaintiff's Attorney's View*, Messing, Ellen J. and James S. Weliky, **vol. 19, no. 3**, page 353.
- Continuous Confusion: Defining the Workday in the Modern Economy*, Alfred, Richard L. and Jessica M. Schauer, **vol. 26, no. 3**, page 363.
- The Contractual Liability of Employers, Their Successors and Assigns*, Zimny, Max, vol. 10, no. 1, page 73.
- Conviction Records and Disparate Impact*, King, Allan G. and Rod M. Fliegel, **vol. 26, no. 3**, page 405.
- Corporate Campaigns: Employer Responses to Labor's New Weapons*, Brown, Stanley J. and Alyse Bass, vol. 6, no. 4, page 975.
- Cost-Saving Options for Employers and Other Wage and Hour Issues*, Brutocao, Scott and Angela N. Marshall, **vol. 26, no. 3**, page 383.
- Creating, Administering, and Terminating Severance Plans in an Era of Economic Dislocations*, Daniels, Mark, vol. 6, no. 4, page 905.
- Creating and Challenging Compulsory Arbitration Agreements*, Bales, Richard A., **vol. 13, no. 3**, page 511.

Current Trends in Class Action Employment Litigation, Hawkins, Michael W., **vol. 19, no. 1**, page 33.

Current Trends in Public Employment, Ashe, Bernard F., vol. 2, no. 2, page 277.

Cut Back on Your Salt: Recent Developments Regarding Union Salts – Toering Electric Co. and Oil Capitol Sheet Metal, Inc., Buttrick, Stuart R. and Brian R. Garrison, **vol. 24, no. 1**, page 71.

D

Damages, Jury Trials and the Class Action Under the Civil Rights Act of 1991, Fentonmiller, Keith, **vol. 12, no. 3**, page 421.

The Dangers of E-Mail Recruiting: One Person's "Sales Pitch" is Another Person's "Spam", Olsen, Theodore A., **vol. 23, no. 2**, page 163.

Dealing With Mental Disabilities under the ADA, Mickey, Paul F., Jr. and Maryelena Pardo, vol. 9, no. 4, page 531.

De Facto Gag Clauses: The Legality of Employment Agreements That Undermine Dodd-Frank's Whistleblower Provisions, Moberly, Richard, Jordan A. Thomas, & Jason Zuckerman, **vol. 30, no. 1**, page 87.

Default Settings in Defined Contribution Plans: A Comparative Approach to Fiduciary Obligation and the Role of Markets, Muir, Dana M., **vol. 28, no. 1**, page 59.

The Defendant's Perspective: Ethical Considerations in Representing and Counseling Multiple Parties in Employment Litigation, Doyle, John J., Jr. and Michael L. Blumenthal, vol. 10, no. 1, page 19.

Defending Against Damages Claims in Discrimination Cases, Mason, John H. and Christopher L. Ekman, **vol. 13, no. 3**, page 471.

Deference to EEOC Rulemaking and Sub-Regulatory Guidance: A Flip of the Coin?, Dreiband, Eric and Pulliam, Blake, **Vol. 32, No. 1**, page 93.

Democratic ESOPs: Can Workers Control Their Future?, Kaufman, Julie Lynn, vol. 5, no. 4, page 826.

Demystifying Federal Labor and Employment Law Preemption, Befort, Stephen F., **vol. 13, no. 3**, page 429.

The Destabilization of Federal Labor Policy under the Reagan Board, Phalen Jr., Thomas F., vol. 2, no. 1, page 1.

Developing Trends in Non-Compete Agreements and Other Restrictive Covenants, Davis, Angie, Eric D. Reicin, and Marisa Warren, **vol. 30, no. 2**, page 255.

The Development of Employment Rights and Responsibilities from 1985 to 2010, Ardelean, Paula G., Mitchell C. Baker, Brian D. Hall, Wynter Allen, Thomas F. Hurka, Alison T. Vance, and David J. Carr, **vol. 25, no. 3**, page 449.

Development of the Alter Ego Doctrine in Double-Breasted Cases and Its Application in Non-Construction Industries, LaVante, James R., vol. 1, no. 4, page 721.

Dictum Carried to Extremes: Mackay Radio Revisited, Feldesman, William, vol. 12, no. 2, page 197.

Directing the Flood: The Arbitration of Employment Claims, Kaufmann, Steven M. and John A. Chanin, vol. 10, no. 2, page 217.

Discipline and Discharge of Public-Sector Employees: An Empirical Study of Arbitration Awards, Cooper, Laura J., **vol. 27, no. 2**, page 195.

The Disclosure of Profits in the Normal Course of Collective Bargaining: All Relevant

- Information Should Be on the Table*, Bloch, Robert E., vol. 2, no.1, page 47.
- Disclosure of Witness Statements in Workplace Investigations: The National Labor Relations Board's New Test and Resulting Challenges for the Parties*, Cleveland, Matthew J. and Mary Theresa Metzler, **vol. 29, no. 1**, page 15.
- Discovery in NLRA Section 10(j) Proceedings*, Turner, Jonathan M. and Jesse M. Koppin, **vol. 27, no. 3**, page 385.
- Discrimination in the Religious Workplace – Should It Be Permitted to Continue?*, McLain, Jennifer, 2001 Student Writing Competition Winner, **vol. 17, no. 3**, page 517.
- Dispute Resolution in the 1990s: The Return of Strikes and the Consideration of Other Alternatives*, Kosanovich, Daniel N., vol. 6, no. 4, page 991.
- Does Justice Need Glasses? Unlawful Retaliation Under Title VII Following Mattern: Will Courts Know It when They See It?*, Cude, Donna Smith and Brian M. Steger, **vol. 14, no. 2**, page 373.
- Does the Americans with Disabilities Act Really Protect Alcoholism?*, Parsons, Renee and Thomas J. Speiss III, **vol. 20, no. 1**, page 17.
- Does Title VII Preempt State Fair Pay Laws?*, King, Allan G., **Vol. 32, No. 1**, page 65.
- Doing the Best with What We Had: Building a More Effective Equal Employment Opportunity Commission during the Clinton-Gore Administration*, Igasaki, Paul M., **vol. 17, no. 2**, page 261.
- Don't Ask, Don't Tell . . . at Work or in Court—The Conflict Between the Supreme Court's Decisions in Oncale and Price Waterhouse*, Guedes, Edward, **vol. 18, no. 3**, page 337.
- The Dotson Board, Good Faith Bargaining, and the Duty to Substantiate One's Bargaining Position*, Axelrod, Jonathan G., vol. 2, no. 4, page 751.
- Double-Breasted Operations: A Management Perspective*, Milne, Cynthia N., vol. 1, no. 4, page 733.
- Drift and Division on the Clinton NLRB*, Hiatt, Jonathan P. and Craig Becker, **vol. 16, no. 1**, page 103.
- Drug Testing in the NFL and the Obligation to Bargain under the NLRA*, Lock, Ethan, vol. 3, no. 2, page 239.
- The Dubuque Packing Decision: New Test For Bargaining Over Decision to Relocate*, Connor, Mairead E., vol. 8, no. 2, page 289.
- Dues Checkoff: The Board Giveth and the Board Taketh Away*, Robertson, Gregory B. and Kurt G. Larkin, **vol. 29, no. 2**, page 283.
- Dues-Checkoff Dreams Do Come True, They Do, They Do*, Powers, Brian A. and Andrew Kelser, **vol. 29, no. 2**, page 299.
- The Dunlop Report and the Future of Labor Law Reform*, Estreicher, Samuel, **vol. 12, no. 1**, page 117.
- Dupont and Manhattan Beer: How Far Do Weingarten Rights Extend? A Union Perspective*, Swarengen, Kate M., E.I., **Vol. 32, No. 1**, page 113.
- The Duty of Fair Representation: Implications of Bowen, Kirschner, Richard and Martha Walfoort*, vol. 1, no. 1, page 19.
- Duty of Fair Representation in Grievance and Arbitration Procedures*, Nulton, William C., Harris Jacobs and Charles Craver, vol. 1, no. 2, page 321.
- The Duty to Bargain over Plant Relocations and Other Corporate Changes: Otis Elevator v. NLRB*, Cohen, Leonard E., vol. 1, no. 3, page 525.

- Duty to Inform and Fiduciary Breaches: The “New Frontier” in ERISA Legislation?*, Shapiro, Howard and Robert Rachal, **vol. 14, no. 3**, page 503.
- Duty to Supply Information, Nielson Lithograph Co. Revisited: The Board’s Retreat from Collective Bargaining as a Rational Process Leading to Agreement*, Hexter, Christopher T., vol. 8, no. 4, page 831.

E

- Economic and Legal Considerations of Comparable Worth*, Spelfogel, Evan J., vol. 2, no. 2, page 267.
- EEOC’s Right to a Jury Trial and Liquidated Damages in Actions under the Age Discrimination in Employment Act: A Dissenting View*, Norton, Gerald P., vol. 3, no. 4, page 819.
- The Effect of Pension Accounting Rules on Public–Private Pay Comparisons*, Biggs, Andrew G. and Jason Richwine, **vol. 27, no. 2**, page 227.
- Effects of Bargaining: A Survey of the Rights and Obligations of Employers and Employee Representatives*, Dolin, Kenneth R. and Thomas M. Wilde, vol. 10, no. 2, page 269.
- Electromation: Employee Involvement or Employer Domination*, Hutson, Melvin, vol. 8, no. 2, page 389.
- Electromation: A Setback to Employee Participation Programs*, Piskorski, Thomas J., vol. 9, no. 2, page 209.
- Electronic Communication and the NLRA: Union Access and Employer Rights*, Susan S. Robfogel, **vol. 16, no. 2**, page 231.
- Electronic Discovery: Litigation Crashes into the Digital Age*, Shilling, Cameron G., **vol. 22, no. 2**, page 207.
- Eliminating the Plaintiff’s Attorney in Equal Employment Litigation: A Shakespearean Tragedy*, Terry, Ray, vol. 5, no. 1, page 63.
- The Elusive Law of Intermittent Strikes*, Haas III, W. Melvin and Carolyn J. Lockwood, **vol. 14, no. 1**, page 91.
- The Emergence of Employees’ Privacy Rights: Smoking and the Workplace*, Calder, Laurie F. and Andrew M. Kramer, vol. 8, no. 2, page 313.
- Emerging Technology in the Workplace*, Swaya, Matthew E. and Stacey Eisenstein, **vol. 21, no. 1**, page 1.
- An Employee by Any Other Name Does Not Smell as Sweet: A Continuing Drama*, Arsenault, Steven J., Marsha E. Hass, Jane H. Philbrick, and Barbara D. Bart, **vol. 16, no. 2**, page 285.
- Employee-Owned Devices, Social Media, and the NLRA*, Rajendra, Raphael, **vol. 30, no. 1**, page 47.
- Employee Participation Programs: Are They Lawful Under the National Labor Relations Act?*, Datz, Harold J., vol. 8, no. 1 , page 81.
- Employees Bringing Disparate-Impact Claims Under the ADEA Continue to Face an Uphill Battle Despite the Supreme Court’s Decisions in Smith v. City of Jackson*

- and Meacham v. Knolls Atomic Power Laboratory*, Rozycki, Carla J. and Emma J. Sullivan, **vol. 26, no. 1**, page 1.
- Employees' Personal Appearance*, Reilly, Gregory B., vol. 11, no. 2, page 261.
- Employer Free Speech—The Emergence of a Conflict Between the Board and the Circuits*, Snitzer, Paul D., vol. 11, no. 2, page 247.
- An Employer's Duty to Reasonably Accommodate Handicapped Employees and Applicants under the Rehabilitation Act of 1973*, Sklar, Harold M., vol. 2, no. 4, page 733.
- The Employer's Duty to Supply Financial Information to the Union: When Has the Employer Asserted an Inability to Pay?*, Carron, Reid and Kathryn Ernst Noecker, vol. 8, no. 4, page 815.
- The Employer's Rights to Read Employee E-mail: Protecting Property or Personal Prying?*, Baumhart, Julia Turner, vol. 8, no. 4, page 923.
- Employers Beware: Civil RICO Provision Creates Private Enforcement of Immigration Laws*, Smith, Louise N., 2011 Student Writing Competition Winner, **vol. 27, no. 1**, page 103.
- Employment Agreements and Cross Border Employment – Confidentiality, Trade Secrets, and Other Restrictive Covenants in a Global Economy*, Lazar, Wendi S., **vol. 24, no. 2**, page 195.
- Employment Cases From the 2006–2007 Supreme Court Term*, Cooper, Christine, **vol. 23, no. 3**, page 223.
- Employment Cases From the 2007–2008 Supreme Court Term*, Shanor, Charles A., **vol. 24, no. 2**, page 147.
- The Employment Decisions of the Supreme Court's 2012–13 Term*, Malin, Martin H., **vol. 29, no. 2**, page 203.
- Employment Discrimination and Other Employment-Related Claims after Burke: When Are Amounts Received Taxable?*, Shuler, Franklin G., vol. 9, no. 4, page 189.
- Employment Discrimination in the Public Sector: The Implied Repeal of Section 1983 by Title VII*, Homsey, Michele W., 1999 Student Writing Competition Winner, **vol. 15, no. 3**, page 547.
- Enforcing the Employment Rights of American Workers Abroad*, Lowe, David A., **vol. 24, no. 2**, page 213.
- English-Only Rules in the Workplace*, Moore, S. Craig, **vol. 15, no. 2**, page 295.
- Epilepsy Foundation of Northeast Ohio: A Case of Questionable Reasoning and Consequences*, Starling, M. Jefferson, III, **vol. 17, no. 1**, page 221.
- Epilepsy Foundation of Northeast Ohio and the Recognition of Weingarten Rights in the Non-Organized Workplace: A Manifestly Correct Decision and a Seed for Further Progress*, Heldman, Sam, Hilary E. Ball, and Frederick E. Kuykendall III, **vol. 17, no. 1**, page 201.
- Equal Benefits for Equal Work? The Law of Domestic Partner Benefits*, Baker, James P., **vol. 14, no. 1**, page 23.
- The Equal Employment Opportunity Commission as a Change Agent: Tracing the EEOC's Relentless Pursuit of "Retaliatory" Waiver Provisions in Employer Severance Agreements*, Silverman, Leslie E., **Vol. 32, No. 1**, page 45.
- An Equal Opportunity Paradox for Federal Contractors*, Geier, Jon A., Gage, Kenneth W., Daub, Tammy and Herald, Regan, **Vol. 32, No. 2**, page 189.

- The Equal Pay Act of 1963: Where Did We Go Wrong?*, Houghton, Kimberly J., 1999 Student Writing Competition Winner, **vol. 15, no. 1**, page 155.
- ERISA & Equity*, Stris, Peter K. and Victor O'Connell, **vol. 29, no. 1**, page 125.
- ERISA Benefits Litigation: An Empirical Picture*, Anderson, Sean M., **vol. 28, no. 1**, page 1.
- ERISA Preemption: A Strong Shield Against State Law Claims*, Postal, Lawrence P., vol. 9, no. 4, page 561.
- ERISA Section 510 Should Be Interpreted to Cover Internal, Unsolicited Employee Complaints*, Dahlstrom, Elizabeth, **vol. 26, no. 3**, page 481.
- ESOP Efforts of the Air Line Pilots Association*, Hall, Roger D., vol. 7, no. 2, page 311.
- Establishing a Physical Impairment of Weight Under the ADA/ADAAA: Problems of Bias in the Legal System*, Monahan, Camille A., Tanya L. Goldman & Debra Oswald, **vol. 29, no. 3**, page 537.
- Ethical Considerations in the Joint Representation of Supervisors and Employers in Sexual Harassment Cases*, Pyburn, Keith M., Jr. and Mark N. Mallory, vol. 5, no. 1, page 115.
- Ethical Implications of Document Use in Whistleblower and Retaliation Litigation*, Cobb, Jennifer and McKenzie-Harris, Myra L., **Vol. 31, No. 3**, page 471.
- Ethical Issues in Class Action Employment Litigation*, Mersol, Gregory V., **vol. 20, no. 1**, page 55.
- Evaluating Eligibility for FMLA Leave: Federal Case Law Underscores the Need for Informed Decision Making*, Fliegel, Rod M. and Justin T. Curley, **vol. 22, no. 1**, page 1.
- Everything Old is New Again: Company Unions in the Era of Employee Involvement Programs*, Zurofsky, Bennet D., vol. 8, no. 2, page 381.
- Evolution of Public-Sector Retirement Plans: Crisis, Challenges, and Change*, Clark, Robert, **vol. 27, no. 2**, page 257.
- Evolution of Wage Issues in the Restaurant Industry*, Eisenberg, Susan N. and Williams, Jennifer T., **Volume 30, No. 3**, page 389.
- Evolving Causation Standards and Their Post-Nassar Application to Retaliation Claims Under the False Claims Act*, Witko, Andrew M., **vol. 30, no. 2**, page 283.
- Exempt or Not Exempt Under the Administrative Exemption of the FLSA . . . That is the Question*, Ricciardi, Mark J. and Lisa G. Sherman, vol. 11, no. 2, page 209.
- Expanding the Integration Mandate to Employment: The Push to Apply the Principles of the ADA and the Olmstead Decision to Disability Employment Services*, Mitchell, Brittany S., **vol. 30, no. 1**, page 155.
- The Expanding Rights of Transsexuals in the Workplace*, Dishman, Neil, **vol. 21, no. 2**, page 121.
- Expiration of the Collective Bargaining Agreement: Survivability of Terms and Conditions of Employment*, Bosanac, Paul, vol. 4, no. 4, page 715.
- Exploring Saturn: An Examination of the Philosophy of "Total" Labor-Management Cooperation and the Limitations Presented by the NLRA*, Kafker, Scott, vol. 5, no. 4, page 703.
- Extending Coverage of the Americans with Disabilities Act (ADA) to Individuals with Attention Deficit-Hyperactivity Disorder: A Demonstration of Inadequate Legislative Guidance*, Lannetti, David W., **vol. 15, no. 2**, page 231.

F

Factors in Police Misconduct Arbitration Outcomes: What Does It Take to Fire a Bad Cop?, Adams, Tyler, **Vol. 32, No. 1**, page 133.

The Facts of Wrongful Discharge, Jung, David J. and Richard Harkness, vol. 4, no. 2, page 257.

Failing to Give the Board Its Due: The Lack of Deference Afforded by the Appellate Courts in Gissel Bargaining Order Cases, Leff, Peter J., **vol. 18, no. 1**, page 93.

Fair Labor Standards Act Reform—It's Not Broke, So Don't Fix It, Clark, Nicholas, vol. 11, no. 3, page 343.

The Fair Labor Standards Act at Seventy-Seven: Still "Far-Reaching, Far-Sighted"?, Perez, Thomas E, **Volume 30, No. 3**, page 299.

The Fall-Out From Dukes v. Wal-Mart Stores, Inc. – The Extent to Which Subjective Decision-Making Processes are Susceptible to Class Treatment and How Employers Can Minimize Their Risk, Haase, David K. and Emma Sullivan, **vol. 22, no. 2**, page 153.

The Family and Medical Leave Act and the Americans with Disabilities Act: Areas of Contrast and Overlap, Mastroianni, Peggy R. and David K. Fram, vol. 9, no. 4, page 553.

Family Responsibilities Discrimination: Don't Get Caught Off Guard, Williams, Joan G. and Consuela Pinto, **vol. 22, no. 3**, page 293.

The FCRA and Workplace Investigations, Butler, Teresa L., **vol. 15, no. 3**, page 415.

Federal Courts Divided Over Whether Medication or Other Mitigating Measures Should Be Considered in Determining Whether an Employee is "Disabled" Under the ADA, Ostolaza, Yvette and Angela Wennihan, **vol. 14, no. 3**, page 525.

Federal Legislation Update: January-March 1987, Ray, James S. and Barbara Brown, vol. 3, no. 2, page 325.

Federal Legislation Update: April-June 1987, Ray, James S. and Barbara A. Brown, vol. 3, no. 4, page 911.

Federal Legislation Update: July-September 1987, Ray, James S. and Barbara A. Brown, vol. 4, no. 1, page 133.

Federal Legislation Update: October-December 1987, Ray, James S. and Barbara A. Brown, vol. 4, no. 2, page 331.

Federal Legislation Update: January-July 1988, Ray, James S. and Barbara Berish Brown, vol. 4, no. 4, page 817.

Federal Legislation Update: January-October 1988, Ray, James S. and Barbara Berish Brown, vol. 5, no. 1, page 135.

Federal Legislation Update: January-March 1989, Ray, James S. and Barbara Berish Brown, vol. 5, no. 2, page 275.

Federal Legislation Update: January-March 1990, Ray, James S. and Barbara Berish Brown, vol. 6, no. 2, page 479.

Federal Legislation Update: April-August 1990, Ray, James S. and Barbara Berish Brown, vol. 6, no. 4, page 1029.

Federal Preemption of State Law Claims, Pincus, Richard S. and Justine R. Dial, vol. 4, no. 1, page 52.

Federal Regulation of State Pension Plans: The Governmental Plan Exemption Revisited,

- Monahan, Amy B. and Renita K. Thukral, **vol. 28, no. 2**, page 291.
- Fetal Protection Policies and Title VII*, Bor, Victoria L., vol. 2, no. 4, page 683.
- Fiduciary Responsibility under ERISA*, Maldonado, Kirk F., vol. 2, no. 4, page 819.
- Finding a Uniform Application of Law to Protect Public Employee Political Speech and Political Affiliation*, Schoephoerster, Alex, **vol. 29, no. 3**, page 563.
- Finding Franchisors Liable in Discrimination Cases: Many Theories, But Few Successes*, Mort, Geoffrey A., **vol. 30, no. 1**, page 73.
- The First Amendment and Public Sector Labor Relations*, Herbert, William A., **vol. 19, no. 3**, page 325.
- Flexible Staffing Trends and Legal Issues in the Emerging Workplace*, Hammond, Gregory L., vol. 10, no. 2, page 161.
- The Foreign Corporation in the United States: Here To Do Business, To Discriminate, or To Do Both?*, Snitzer, Paul D., **vol. 13, no. 3**, page 445.
- Foreword: The Supreme Court's 1991–1992 Labor and Employment Law Term*, Hartley, Roger C., vol. 8, no. 4, page 739.
- To Form a More Perfect Union*, Dunlop, John T., vol. 9, no. 1, page 1.
- The Freedom of Information Act and the National Labor Relations Board: Recent Developments*, Willig, Deborah R. and Robert Zeglovitch, vol. 1, no. 2, page 279.
- From AIDS to Z: A Primer for Legal Issues Concerning AIDS, Drugs and Alcohol in the Workplace*, Wilson, Carole W., vol. 2, no. 4, page 631.

G

- A Game of Numbers: ADEA Compliance and Litigation*, Rozycki, Carla J. and Patricia A. Bronte, **vol. 18, no. 2**, page 203.
- Gathering Moss: The NLRA's Resistance to Legislative Change*, Brudney, James J., **vol. 26, no. 2**, page 161.
- A Gender Transition Primer: The Evolution of ADA Protections and Benefits Coverage*, Shivers, Nonnie L., **Vol. 33, No. 2**, page 175.
- "Gentlemen Do Not Read Each Other's Mail": A Lawyer's Duties Upon Receipt of Inadvertently Disclosed Confidential Information*, Paller, Joseph L., **vol. 21, no. 3**, pages 247.
- Gilmer, the Contractual Exhaustion Doctrine, and Federal Statutory Employment Discrimination Claims*, Warshawsky, Steven M., **vol. 19, no. 3**, page 285.
- Gilmer v. Interstate/Johnson Lane Corp.: A Major Step Forward for Alternative Dispute Resolution or a Meaningless Decision?*, Duston, Robert L., vol. 7, no. 4, page 823.
- Going Through Withdrawal: A Step-by-Step Guide to Arbitration in Multiemployer Withdrawal Liability Disputes*, Trapp, Mark M., **vol. 29, no. 1**, page 145.
- Going Too Far or Just Doing Their Job: The Double Bind Facing EEO and AA Officers*, Rose, Patricia S., vol. 6, no. 2, page 439.
- Googling Job Applicants: Incorporating Personal Information into Hiring Decisions*, Sprague, Robert, **vol. 23, no. 1**, page 19.
- Graduate Students, Unions and Brown University*, Pollack, Sheldon D. and Daniel V. Johns, **vol. 20, no. 2**, page 243.
- Grievance Arbitration Awards: Where Is the Interest in Interest?*, Thatcher, Sharon, vol. 8, no. 2, page 211.

“Gross Statistical Disparities” As Evidence of a Pattern and Practice of Discrimination: Statistical Versus Legal Significance, King, Allan G., **vol. 22, no. 3**, page 271.

The Growing Contingent Work Force: A Challenge for the Future, Hiatt, Jonathan P. and Lynn Rhinehart, vol. 10, no. 2, page 143.

Guidelines for Successfully Engaging in the Interactive Process to Find a Reasonable Accommodation Under the Americans With Disabilities Act, Comisky, Hope A., **vol. 13, no. 3**, page 499.

A Guide to the Uniformed Services Employment and Reemployment Rights Act and the Recent Hostile Work Environment Amendment, Self, Leisha, **vol. 28, no. 3**, page 449.

H

A Half-Century of Labor Relations Law and Collective Bargaining, Aaron, Benjamin, **vol. 13, no. 3**, page 551.

Happy Anniversary, Lesnick, Howard, vol. 10, no. 4, page 663.*Harris v. Forklift Systems, Inc.: An Objective Standard, But Whose Perspective?*, Cerasia, Edward II, vol. 10, no. 2, page 253.

Has the Class Action Fairness Act Met Expectations for Wage and Hour Employment Litigation?, Turner, Larry L., **vol. 26, no. 3**, page 439.

Has Specialty Healthcare Changed the Landscape in Organizing and Representation Proceedings?, Tanja L. Thompson & Brenda N. Canale, **vol. 29, no. 3**, page 447.

Health Care Plans and ERISA, Perritt Jr., Henry H., vol. 6, no. 4, page 949.

Health Insurance & Federalism-in-Fact, Pathak, Radha A. and Brendan S. Maher, **vol. 28, no. 1**, page 73.

High Performance Investing: Harnessing the Power of Pension Funds to Promote Economic Growth, Zanglein, Jayne Elizabeth, vol. 11, no. 1, page 59.

Hinson: A Symposium-ADEA Implications of Hinson, Bernstein, Michael I., vol. 1, no. 3, page 519.

History of the Section of Labor and Employment Law, 1946–1986, Joy, William F. and Robert M. Segal, vol. 3, no. 1, page 1.

Hoffman Plastic Compounds v. NLRB: The First Step?, Brown, Michael R., **vol. 19, no. 2**, page 169.

Hostility of the National Labor Relations Board Toward Union Organizer-Job Applicants, Meiklejohn, Thomas W., **vol. 24, no. 1**, page 57.

How (Not) to Litigate a Sexual Harassment Class Action, Kabat, Alan R., **vol. 19, no. 2**, page 129.

How the Americans with Disabilities Act’s Prohibition on Pre-Employment-Offer Disability-Related Questions Violates the First Amendment, Yin, Tung, **vol. 17, no. 1**, page 107.

How Relocation Affects the Employment At Will Relationship, Rath, Manesh K., **vol. 12, no. 2**, page 207.

I

"I Heard It Through The Grapevine": Evidentiary Challenges in Racially Hostile Work Environment Litigation, Watson, Jerome R. and Richard W. Warren, **vol. 19, no. 3**, page 381.

I Thought We Had a Deal??: The NLRB, the Courts, and the Continuing Debate Over Contract Coverage vs. Clear and Unmistakable Waiver, Lahey, Matthew D., **vol. 25, no. 1**, page 37.

If I Only 'Had A Brain'..... I Could Figure Out the Contours of Concerted Activity Versus Other Competing Rights: Quietflex Manufacturing and its Ten-Factor Balancing Act for Determining How Long a Protected Concerted Work Stoppage Can Continue on the Employer's Premises, Zdravecky, Amy J., **vol. 22, no. 1**, page 69.

If You Can't Fight 'Em, Join 'Em: Class Actions Under Title I of the Americans With Disabilities Act, Wiley, David T., 1997 Student Writing Competition Winner, **vol. 13, no. 1**, page 197.

The Illusion of Make-Whole Relief: The Exclusion of the Reinstatement Remedy in Hostility-Based Discrimination Cases, Nichol, Victor W. and Benjamin W. Wolkinson, vol. 8, no. 1, page 159.

Imagine a World Where Employers Are Required to Bargain with Minority Unions, Fisk, Catherine and Xenia Tashlitsky, **vol. 27, no. 1**, page 1.

Immigrant Workers and the Future of American Labor, Milkman, Ruth, **vol. 26, no. 2**, page 295.

Immigration Action: The Civil Litigation Side of Employing Foreign Nationals, Green, Brian S., Jonathan A. Grode, and Alex Varghese, **vol. 30, no. 2**, page 205.

Immigration Reform and Control Act of 1986: A Union Perspective, Zimny, Max and Catherine Waelder, vol. 3, no. 4, page 737.

Immigration Reform and Control Act of 1986—An Overview, Morales, Gerard and Winterscheidt, Rebecca, vol. 3, no. 4, page 717.

An Imminent Hanging, Crain, Marion, **vol. 26, no. 2**, page 151.

The Impact of BE&K Construction Co. v. NLRB on Employer Responses to Union Corporate Campaigns and Related Tactics, Baskin, Maurice and Herbert R. Northrup, **vol. 19, no. 2**, page 215.

The Impact of Electronic Paging and On-Call Policies on Overtime Pay Under the FLSA, Miller, Christopher S., Steven J. Whitehead and Elizabeth Clark-Morrison, vol. 11, no. 2, page 231.

The Impact of Employee Performance in Adverse Actions in the Federal Sector, Grundmann, Susan Tsui, **vol. 27, no. 2**, page 211.

The Impact of Labor Unions on Worker Rights and on Other Social Movements, Craver, Charles B., **vol. 26, no. 2**, page 267.

The Impact of Law Firms, Bakaly Jr., Charles G., vol. 1, no. 3, page 501.

The Impact of Performance-Oriented Rules on Administrative Enforcement: The Case of OSHA Hazard Communication Rules, O'Reilly, James T., vol. 2, no. 4, page 695.

- The Impact of Recent NLRB Decisions on Supervisory Status*, Silverman, Scott, **vol. 23, no. 1**, page 11.
- The Impact of Rule 11 on Civil Rights Legislation*, Rampacek, Anne S., vol. 3, no. 1, page 93.
- Impact of the ADA on Employer-Provided Insurance: Limiting the Potential Financial Burden of Health Care for AIDS Victims*, Woods, Karen E., vol. 8, no. 2, page 271.
- The Impact of the FACT Act on Employee Misconduct Investigations and the Implications for FCRA and Title VII Compliance*, Fliegel, Roger M. and Ronald D. Arena, **vol. 20, no. 1**, page 97.
- Impact of the Federal Arbitration Act on Litigation over Arbitration*, Hopson, Edwin S. and Mitzi D. Wyrick, **vol. 13, no. 2**, page 359.
- The Implications of Crown Cork & Seal Co. for Employee Involvement Committees as Labor Organizations under the NLRA: What Constitutes “Dealing with” Pursuant to Section 2(5) of the Act Since Electromation, Inc.?*, Pauling, Gerald L., II, and M. Andrew McGuire, **vol. 18, no. 2**, page 215.
- The Implications of Crown Cork & Seal Co. for Employee Involvement Committees as “Labor Organizations” under the Wagner Act: What Constitutes “Dealing with” Pursuant to Section 2(5) of the Act Since Electromation, Inc.?*, Hedian, H. Victoria, **vol. 18, no. 2**, page 235.
- Implications of Smith v. City of Jackson on Equal Pay Act Claims and Sex-Based Pay Discrimination Claims Under Title VII*, **vol. 21, no. 2**, page 183.
- Improper and Abusive Written Discovery Requests in Single- and Multiple-Plaintiff Employment Cases*, Haile, Debrai G. and Sara Leitenberger, **vol. 27, no. 3**, page 397.
- Improving the Administration of the National Labor Relations Act Without Statutory Change*, Estreicher, Samuel, **vol. 25, no. 1**, page 1.
- Improving the Federal Employee Redress System*, Marksteiner, Peter R., **vol. 17, no. 3**, page 389.
- In and Out: Reconciling “Inherently Incompatible” Group Action Procedures Under FLSA and Rule 23*, Sporer, Mikel J., **vol. 28, no. 2**, page 367.
- In Good Measure: Workforce Demographics and Statistical Proof of Discrimination*, Colligan, Sean W., **vol. 23, no. 1**, page 59.
- In the Name of Security, Insecurity: The Trend to Diminish Federal Employees’ Rights*, Passman, Edward H. and Bryan J. Schwartz, **vol. 21, no. 1**, page 57.
- Inching Through the Maze: Recent Developments in Preemption under the NLRA and the Impact of Caterpillar, Hechler, and Others*, Kosanovich, Daniel N., vol. 4, no. 2, page 225.
- Individual Liability for Sexual Harassment Under Federal Law*, Koller Whittenbury, Elizabeth R., **vol. 14, no. 2**, page 357.
- Individual Rights under IRCA, Title VII, and Other Authorities*, Lichtman, Elliot C., vol. 3, no. 4, page 729.

- Instructing the Jury in a Case of Circumstantial Individual Disparate Treatment: Thoroughness or Simplicity?*, Grebeldinger, Susan K., **vol. 12, no. 3**, page 399.
- Insurance Coverage of Employee Claims Against Employers*, Spector, David M. and David B. Ritter, vol. 5, no. 4, page 615.
- The Intellectual Origins of an Institutional Revolution*, Cobble, Dorothy Sue, **vol. 26, no. 2**, page 201.
- Intermittent Leave under the Family and Medical Leave Act of 1991: Job Security for the Chronically Absent Employee?*, Paltell, Eric, vol. 10, no. 1, page 1.
- Intermittent Strikes: An Overview from the Union Perspective*, Kennedy, Wesley, **vol. 14, no. 1**, page 117.
- "Internal" Business Practices?: The Limits of Whistleblower Protection for Employees Who Oppose or Expose Fraud in the Private Sector*, Aron, David, **vol. 25, no. 2**, page 277.
- Internal Conflict Resolution at International Organizations*, Javits, Joshua M., **vol. 28, no. 3**, page 223.
- International Labor and Employment Arbitration: A French and European Perspective*, Tarasewicz, Yasmine and Niki Borofsky, **vol. 28, no. 2**, page 349.
- International Labor and Employment Law: From Periphery to Core*, Weiss, Marley S., **vol. 25, no. 3** page 487.
- The International Labour Organization's Innovative Approach to Ending Gender-Based Violence and Harassment: Toward a New International Framework for the World of Work*, Carlson, Eric Stener, **Vol. 33, No. 2**, page 163.
- The Intersection Between U.S. Bankruptcy and Employment Law*, Dowling, Donald C., Jr., vol. 10, no. 1, page 57.
- The Interplay Between Free Speech Rights and Union Self-Governance: The Free Speech Rights of Elected Union Officers Under Title I of the LMRDA*, Roma, Elizabeth A., **vol. 30, no. 1**, page 1.
- IRCA: Pitfalls and Traps in Existing Hiring Procedures*, Morris, David M. and E. Patrick McDermott, vol. 10, no. 2, page 239.
- Is Mandatory Employment Arbitration Living Up to Its Expectations? A View from the Employer's Perspective*, Coleman, Charles D., **vol. 25, no. 2**, page 227.
- Issues in Internal Investigations of Executives*, Ben-Asher, Jonathan, **Vol. 33, No. 2**, page 211.
- It Will Take More Than Hall v. Nalco Co. to Eradicate the Ambiguities of the Pregnancy Discrimination Act of 1978: When Will the Law Overcome Its Impotency?*, Rubenstein, Beth A., **vol. 25, no. 1**, page 73.
- It's Common, but Is It Right? The Common Law of Trusts in ERISA Fiduciary Litigation*, Collins, Michael J., **vol. 16, no. 3**, page 391.
- It's Not Just Physical: Finding a Neutral Interpretation of Authorization Under the Computer Fraud and Abuse Act*, Ziegler, Kaitlin H., **vol. 29, no. 2**, page 373.

J

- John Rocker and Employee Discipline for Speech*, Kurlantzick, Lewis, **vol. 16, no. 3**, page 439.
- Joint Employer, Single Employer, and Alter Ego*, Siebert, Walter V. and N. Dawn Webber, vol. 3, no. 4, page 873.

- The Judicial Disabling of the Employment Discrimination Provisions of the Americans with Disabilities Act*, Craver, Charles B., **vol. 18, no. 3**, page 417.
- The Judicial Doctrine of Public Policy: Misco Reviewed*, Dunsford, John E., vol. 4, no. 4, page 669.
- Judicial Review of Labor Arbitration Awards: Misco and Its Impact on the Public Policy Exception*, Parker, Joan, vol. 4, no. 4, page 683.
- Judicial Review of National Mediation Board Decisions Following the 2012 Amendments to the Railway Labor Act*, Jerman, Tom A., **vol. 28, no. 2**, page 255.
- Jumping Ship: Legal Issues Relating to Employee Mobility in High Technology Industries*, Schaller, William Lynch, **vol. 17, no. 1**, page 25.

K

- Keeping Mothers in the Workplace: Shifting from McDonnell Douglas to Protect Employees Who Use FMLA Leave*, Jonason, Chelsey, **Vol. 32, No. 3**, page 437.
- Keeping the Government Out of the Way: Project Labor Agreements Under the Supreme Court's Boston Harbor Decision*, Peritt Jr., Henry H., **vol. 12, no. 1**, page 69.

L

- Labor and Employment and ERISA Class Actions After Wal-Mart and Comcast: A Defense Perspective*, Rachal, Robert, Page Griffith, and Madeline Chimento Rea, **vol. 29, no. 2**, page 319.
- Labor and Employment Decisions from the Supreme Court's 2015-2016 Term*, Goldstein, Thomas C., **Vol. 32, No. 2**, page 157.
- Labor and Employment Law Decisions: The October 1983 Term of the Supreme Court of the United States*, Hardin, Patrick, vol. 1, no. 1, page 49.
- The Labor and Employment Law Decisions of the Supreme Court's 2003–04 Term*, Befort, Stephen F., **vol. 20, no. 2**, page 177.
- Labor and the Supreme Court: Review of the 1996–1997 Term*, Hylton, Keith N., **vol. 13, no. 2**, page 263.
- The Labor Arbitration Process: Survey of New York State Bar Association Labor and Employment Law Section*, Stiefel, Howard, vol. 8, no. 4, page 971.
- Labor, Employment and Benefit Decisions of the Supreme Court's 1995–96 Term*, Gottesman, Michael H., **vol. 12, no. 3**, page 325.
- Labor Law in 3(d): Reexamining the General Counsel of the NLRB as an Independent Prosecutor of Labor Violations*, Michael Ellement, **vol. 29, no. 3**, page 477.
- Labor Legislation in the 104th Congress: Follow the Money*, Leibold, Peter, **vol. 12, no. 1**, page 137.
- Labor Unions in Corporate Takeovers*, Pitt, Harvey L. and Peter M. Sherman, vol. 7, no. 2, page 287.
- Labor Unions' Rights to Handbill Neutral Employers and to Picket on Private Property*, Morales, Gerard, vol. 6, no. 2, page 295.
- Law, Labor, and the Mainstream Press: Labor Day Commentaries on Labor and Employment Law, 1882–1935*, Goldberg, Michael J., **vol. 15, no. 1**, page 93.
- The Law of Employment Discrimination from 1985 to 2010*, Wexler, Maurice, Charles C. Warner, Gary R. Siniscalco, John L. Quinn, and Adam T. Klein, **vol. 25, no. 3**,

page 349.

The Law of the Land in Labor Arbitration: The Impact of 14 Penn Plaza LLC v. Pyett, Cummins, Brendan D. and Nicole M. Blissenbach, **vol. 25, no. 2**, page 159.

Law Reform American Style: Thoughts on a Restatement of the Law of Employment, Finkin, Matthew, **vol. 18, no. 3**, page 405.

Laws Promoting Worker Training, Productivity and Quality, Estreicher, Samuel, vol. 9, no. 1, page 19.

Lawsuits Challenging Termination or Modification of Retiree Welfare Benefits: A Plaintiff's Perspective, Payne, William T., vol. 10, no. 1, page 91.

Leading an HR Audit: Counsel's Guide for Effectively Assessing Employment Risks, Silverman, Leslie E. and Ravinder S. Sandhu, **vol. 28, no. 3**, page 477.

Legal and Practical Aspects of Alternative Dispute Resolution in Non-Union Companies, Guidry, Gregg and Gerald J. Huffman Jr., vol. 6, no. 1, page 1.

Legal and Practical Considerations in Developing a Substance Abuse Program, Olsen, Jeffrey J., vol. 6, no. 4, page 859.

The Legislative Upheaval in Public-Sector Labor Law: A Search for Common Elements, Malin, Martin H., **vol. 27, no. 2**, page 149.

Lessons from the Ontario Expert Commission on Pensions for U.S. Policymakers, Secunda, Paul M., **vol. 28, no. 1**, page 87.

Liability for Unpaid Pension Contributions: Are Corporate Officers or Shareholders "Employers" under ERISA?, Grady, Thomas J., vol. 4, no. 1, page 1.

"Lies, Damned Lies, and Statistics": How The Peter Principle Warps Statistical Analysis of Age Discrimination Claims, Grossman, Paul, Paul W. Cane Jr. and Ali Saad, **vol. 22, no. 3**, page 251.

Life After Foley: The Bottom Line, Jung, David J. and Richard Harkness, vol. 5, no. 4, page 667.

The Light Duty Dilemma, Kamer, Gregory J. and Barbara Dillion DeSouza, **vol. 12, no. 2**, page 247.

Litigating Cross-Border Discrimination Claims in Multiple Jurisdictions: A Global Strategy for Expatriate Employees, Stulberg, Robert B. and Amy F. Shulman, **vol. 27, no. 1**, page 61.

Lost Cause and Found Defense: Using Evidence Discovered after an Employee's Discharge to Bar Discrimination Claims, Waldo, William S. and Rosemary A. Mahar, vol. 9, no. 1, page 31.

M

Mach Mining v. EEOC: Will the Supreme Court's Decision Reduce or Increase Court Oversight of EEOC Administrative Practices?, Siniscalco, Gary R., Connell, Erin M. and Disotell, Michael W., **Vol. 31, No. 3**, page 493.

A Management Employment Lawyer's Perspective on Ricci v. DeStefano, D'Aquila, Barbara Jean, **vol. 25, no. 2**, page 213.

Managing Immigration Risk for "Compliant" Employers, Goldblum, Jane W. and Jonathan A. Grode, **vol. 28, no. 2**, page 207.

Managing the Whistleblowing Employee, Adler, James N. and Mark Daniels, vol. 8, no. 1, page 19.

A Map for the Labyrinth: How to Conduct Job Interviews and Obtain Medical Information Without Violating the Americans with Disabilities Act, Clark, Teresa A., **vol. 13, no. 1**, page 121.

Meandering Musings about Discrimination Law, Murphy, William P., vol. 10, no. 4, page 649.

Medical Screening of Workers: Genetics, AIDS, and Beyond, Rothstein, Mark A., vol. 2, no. 4, page 675.

Mergers, Acquisitions, and Takeovers: Labor Relations Consequences of Corporate Transactions, Wheeler, Raymond L. and Patricia Murray, vol. 7, no. 1, page 111.

Merit Pay Proposals and Related Compensation Plans: Detroit Typographical Union v. NLRB and McClatchy Newspapers Revisited, Weitzman, Allan H. and Stuart J. Goldstein, **vol. 17, no. 3**, page 495.

Merit Pay Proposals and Related Compensation Plans—Detroit Typographical Union v. NLRB and McClatchy Newspapers Revisited, Goodman, Laurence M., **vol. 18, no. 1**, page 1.

Minding Your Business: Employer Liability for Invasion of Privacy, Howe, Richard M., vol. 7, no. 2, page 315.

The Misuse of E-Verify and Employer Liability for National Origin Discrimination, Liao, Gening, **vol. 28, no. 3**, page 417.

The Mixed-Motive Mess: Defining and Applying a Mixed-Motive Framework, Picco, Kaitlin, **vol. 26, no. 3**, page 461.

A Modest Proposal for Better Integrating Collective Bargaining and Interest Arbitration, Goldberg, Stephen B., **vol. 19, no. 1**, page 97.

MV Transportation: Once Again the Board Revisits the Issue of Whether an Incumbent Union is Entitled to an Irrebuttable Presumption of Continuing Majority Status in Successorship Situations, Dichner, Ellen, **vol. 19, no. 1**, page 1.

N

NAFTA and Worker Rights: An Analysis of the Labor Side Accord after Five Years of Operation and Suggested Improvements, LaSala, Barry, **vol. 16, no. 3**, page 319.

National Labor Relations Board: Case Law Development Comparisons Between the Clinton and Bush II Boards, King, G. Roger, **vol. 26, no. 1**, page 23.

The Nature of the Deferral Problem Involving Section 8(a)(1) and 8(a)(3) Charges, Bush, Raymond G., vol. 4, no. 1, page 103.

Navigating Developing Challenges in Approval of Class and Collective Action Settlements, Puma, Michael J. and Justin S. Brooks, **vol. 28, no. 2**, page 325.

Navigating International Discovery and European Data Privacy, Kraus, Robert D. and Kristin M. Gallagher, **vol. 29, no. 2**, page 229.

Negotiating the Mindfields: Selected Issues for Labor Unions Addressing Sexual Harassment Complaints by Represented Employees, O'Melveny, Mary K., **vol. 15, no. 3**, page 321.

- Neutrality Agreements: Basic Principles of Enforcement and Available Remedies*, Davies, George N., **vol. 16, no. 2**, page 215.
- Neutrality Agreements: Will the NLRB Sanction Its Own Obsolescence?*, Cohen, Charles I., **vol. 16, no. 2**, page 201.
- The New Bargaining Approaches to New Economic Conditions: Pursuing a Mutuality of Interest*, Cohen, Laurence J., vol. 5, no. 2, page 263.
- The New FLSA Regulations Concerning Overtime Pay*, Postol, Lawrence P., **vol. 20, no. 2**, page 225.
- A New York Court Recognizes a Labor Union Evidentiary Privilege*, Rubenstein, Mitchell H., vol. 9, no. 4, page 595.
- Next Up for North American Employers and Unions? International and Corporate Social Responsibility*, Sherrad, Michael G. and Dr. Gerlind Wisskirchen, **vol. 29, no. 2**, page 245.
- NLRA Issues for the Non-Union Workplace*, Fullerton, John F., III and Bruce R. Millman, **vol. 24, no. 1**, page 31.
- NLRA Preemption of Wrongful Discharge Action: A Perspective*, Grossman, Joel M., vol. 1, no. 3, page **vol. 26, no. 2**.
- The NLRA's Legacy: Collective or Individual Dispute Resolution or Not?*, Menkel-Meadow, Carrie, **vol. 26, no. 2**, page 249.
- The NLRA's Religious Exemption in a Post-Hobby Lobby World: Current Status, Future Difficulties, and a Proposed Solution*, Schwartz, David B., **vol. 30, no. 2**, page 227.
- The NLRB and Supervisor Status: A Board Member's Perspective on the Self-Driving Workplace*, Miscimarra, Philip A., **Vol. 31, No. 3**, page 411.
- The NLRB: Then and Now*, Gross, James A., **vol. 26, no. 2**, page 213.
- The NLRB's Successorship Doctrine, Perfectly Clear Successors, Executive Order 13495, and Worker Retention Laws: What the Trump Administration Has Inherited*, Jenero, Kenneth A. **Vol. 32, No. 3**, page 353.
- NLRB and Judicial Policy Regarding Independent Union Affiliation With National Unions: A Critical Analysis*, Dennard, H. Lane, Jr. and Herbert R. Northrup, vol. 8, no. 1, page 125.
- The NLRB as the "Nonunion" Labor Relations Board*, Hill, Stan, **vol. 29, no. 1**, page 43.
- The NLRB's Deferral to Arbitration Policy*, Gould, William B., IV, vol. 10, no. 4, page 719.
- No Class: Post-1991 Barriers to Rule 23 Certification of Across -the-Board Employment Discrimination Cases*, Kramer, Gary M., **vol. 15, no. 3**, page 483.
- "No" Means "No" When a Party "Really" Says So: The NLRB's Continued Adherence to the Clear and Unmistakable Waiver Doctrine in Unilateral Change Cases*, Wagner, Kenneth L., **vol. 13, no. 2**, page 325.
- Nonacquiescence by the NLRB: Combat Versus Collaboration*, Kafker, Scott, vol. 3, no. 1, page 137.
- Nonremedial Justifications for Affirmative Action in Employment: A Critique of the Justice Department Position*, Browne, Kingsley R., **vol. 12, no. 3**, page 451.
- The Nose of the Camel: Extending the Public Policy Exception Beyond the Wrongful Discharge Context*, Moberly, Michael D. and Carol Ann E. Doran, **vol. 13, no. 2**, page 371.

O

- The Obligation to Provide Postretirement Welfare Benefits—The Evolving Case Law*, Sacher, Steven J. and Evan Miller, vol. 4, no. 4, page 735.
- On Ice: The Slippery Slope of Employer-Paid Egg Freezing*, Mattson, Nicole M., **Vol. 32, No. 2**, page 255.
- On the Border: The NLRB’s Entry into Immigration Issues—The Employer’s Perspective*, Amy J. Zdravecky & Douglass A. Hass, **vol. 29, no. 3**, page 505.
- On the Legitimacy of a Mathematical Evaluation of NLRB Decision Making*, Lurye, Bill, **vol. 26, no. 3**, page 427.
- “On the Road Again” (to Organizing): Dana Corp., Metaldyne Corp., and the Board’s Attack on Voluntary Recognition Agreements*, Kulwiec, Alexia M., **vol. 21, no. 1**, page 37.
- One Bite of an Apple and One of the Orange: Interpreting Claims that Collective Bargaining Agreements Should Waive the Individual Employee’s Statutory Rights*, O’Melveny, Mary K. **vol. 19, no. 2**, page 185.
- One Year of Quiet: Honoring the Decision to Vote No*, Finerty, John D., Jr., vol. 11, no. 3, page 353.
- Optimal Distribution Rules for Defined Contribution Plans: What Can the United States Learn from Other Countries?*, Forman, Jonathan Barry, **vol. 28, no. 1**, page 27.
- Organized Labor – A Movement in Search of a Mission: Implications for Employers and Unions*, Raskin, A.H., vol. 3, no. 1, page 41.
- Organizing Contingency Workers: Community of Interest v. Consent*, Schiffer, Nancy, **vol. 17, no. 1**, page 167.
- Origin and Nature of Duty of Fair Representation*, Harper, Connye Y., **vol. 12, no. 2**, page 183.
- Our Deal Trumps My Bargaining Rights Only if I Said So: The National Labor Relations Board’s Reaffirmation of Its Waiver Doctrine in Unilateral Change Cases*, Wagner, Kenneth L., **vol. 25, no. 1**, page 57.
- Overcoming the First Contract Hurdle: Finding a Role for Mandatory Interest Arbitration in the Private Sector*, Broderdorf, David, **vol. 23, no. 3**, page 323.

P

- The Parameters of “Solicitation” in an Era of Non-Solicitation Covenants*, Johnson, David L., **vol. 28, no. 1**, page 99.
- Partial Strikes under the Railway Labor Act: The Need for a Doctrine of Unprotected Concerted Activity*, Estreicher, Samuel and Robert Siegel, **vol. 18, no. 1**, page 15.
- Past, Present and Future in Wrongful Termination Law*, Grodin, Joseph R., vol. 6, no. 1, page 97.
- The Pay Gap, the Glass Ceiling, and Pay Bias: Moving Forwards Fifty Years After the Equal Pay Act*, Gary Siniscalco, Lauri Damrell, & Clara Morain Nabity, vol. 29, no. 3, page 395.
- Pay No Attention to the Man Behind the Curtain: Control as a Nonfactor in Employee Status Determinations Under FedEx Home Delivery v. NLRB*, Dilger, Jeffrey E., **vol. 26, no. 1**, page 123.

- The Pension Game: Age-and Gender-Based Inequalities in the Retirement System*,
Watson, Camilla E., vol. 7, no. 1, page 159.
- Pensions, Proxies and Power: Recent Developments in the Use of Proxy Voting to Influence Corporate Governance*, Zanglein, Jayne Elizabeth, vol. 7, no. 4, page 771.
- Permanent Replacements: Time for a New Look?*, Norelli, Joseph R., **vol. 24, no. 1**, page 97.
- Permissible Coordinated Action by Employers in Labor Negotiations*, Spelfogel, Evan J., **vol. 30, no. 2**, page 273.
- Permissible, Protected, and Preferable: Intermittent Strikes Under the Railway Labor Act*, Parcelli, Carmen R. and Elizabeth A. Roma, **vol. 25, no. 2**, page 259.
- Personal Electronic Devices in the Workplace: Balancing Interests in a BYOD World*, Totten, Julie A. & Melissa C. Hammock, **vol. 30, no. 1**, page 27.
- Personality Testing in Employment: Useful Business Tool or Civil Rights Violation?*, Goldstein, Alan M. and Shoshanah D. Epstein, **vol. 24, no. 2**, page 243.
- Personnel Management for Law Firms*, James, Ronald J., vol. 1, no. 3, page 515.
- PGA Tour, Inc. v. Martin: The United States Supreme Court Misses the Cut on the Americans with Disabilities Act*, Johnson, Bradley R., **vol. 18, no. 1**, page 47.
- The Pitfalls of Using Social Media Screening for Job Applicants*, Bentley, Eric D., **vol. 29, no. 1**, page 1.
- The Plaintiff's Attorney: The Cases I Can Win and Those I Cannot*, Chackes, Kenneth M., vol. 3, no. 4, page 889.
- A Plaintiff's Employment Lawyer's Perspective on Ricci v. DeStefano*, Subit, Michael, **vol. 25, no. 2**, page 199.
- The Plaintiff's Point of View*, Clark, Julia Penny, vol. 1, no. 3, page 509.
- The Plan Amendment Trilogy: Settling the Scope of the Settlor Doctrine*, Muir, Dana M., **vol. 15, no. 2**, page 205.
- Plant Relocation after Milwaukee Spring II and Otis Elevator: The Battleground Shifts to Arbitration*, Green, Sara McL., vol. 2, no. 2, page 183.
- Playing the Trump Card: May an Employer Refuse to Reasonably Accommodate under the ADA by Claiming a Collective Bargaining Obligation?*, Stahlhut, Eric H.J., vol. 9, no. 1, page 71.
- Pleading a Sarbanes-Oxley Act Whistleblower Claim: What is Required to Survive?*, Stern, Stephen S. and Jonathan Cohen, **vol. 23, no. 2**, page 191.
- A Possibility of Avoiding "Double Dipping" into Severance and Pension Payments*, Stacy, Donald R., vol. 5, no. 1, page 1.
- Pounding Square Pegs into Round Holes: Non-Compete Agreements for Temporary Employees Stand Existing Law on its Head*, Pilchak, William E., **vol. 21, no. 2**, page 199.
- The Powers and Presumptions of the MPAA: An Unconstitutional Combination?*, Connelly, Paula J., vol. 3, no. 1, page 83.

The Practice of International Labor and Employment Law: Escort Your Labor/Employment Clients into the Global Millennium, Dowling, Donald C., Jr., **vol. 17, no. 1**, page 1.

Practicing in the Evolving Landscape of Workers' Compensation Law, Gabel, Joan T.A. and Nancy R. Mansfield, **vol. 14, no. 1**, page 73.

The Preclusive Effect of Unemployment Decisions in Subsequent Litigation, Committee on Benefits to Unemployed Persons, vol. 4, no. 1, page 69.

Preemption and Mass Picketing – Recent Cases and Developments, Gordon, Stephen D., vol. 4, no. 1, page 45.

Preemption of Wrongful Discharge Claims of Employees Covered by Collective Bargaining Agreements, Wheeler, Raymond L. and Kingsley R. Browne, vol. 1, no. 3, page 593.

A Preemptive Strike: Removing Wrongful Discharge Claims to Federal Court Based upon Damage Allegations, Lester, David M., vol. 5, no. 4, page 641.

Presenting an Interest Arbitration Case: An Arbitrator's View, Anderson, Arvid, vol. 3, no. 4, page 745.

Preserving Workers' Statutory Rights: An Analysis of the NLRB General Counsel's Proposed Post-Arbitration Deferral Policy, Reiner, Jonathan, **vol. 28, no. 1**, page 145.

The Preventive Pay Equity Audit: Guidance for Modeling the Regression Analysis, Sarkar, Debo and Amanda Dealy Haverstick, **vol. 26, no. 1**, page 61.

The Price of Justice: The Role of Cost Allocation in the Employment Arbitration Fairness Analysis, Ballenger, Matthew, 2002 Student Writing Competition Winner, **vol. 18, no. 3**, page 485.

A Principled Approach to NLRB Decisionmaking, Dennis, Patricia Diaz, vol. 1, no. 3, page 483.

Privacy Rights of Public Employees, Wald, Martin and Jeffrey D. Kahn, vol. 6, no. 2, page 301.

Procedural Approaches for Countering Dual-Filed FLSA Collective Action and State Law Wage Class Action, Lampe, Matthew W. and E. Michael Rossman, **vol. 20, no. 3**, page 311.

Procedural Rights of Fair Share Objectors after Hudson and Beck, Matsis, Elena, vol. 6, no. 2, page 251.

Professors on Strike: An Analysis of Two Decades of Faculty Work Stoppages – 1966–1985, Douglas, Joel M., vol. 4, no. 1, page 87.

"Prompt and Effective Remedial Action?" What Must an Employer Do to Avoid Liability for "Hostile Work Environment" Sexual Harassment?, Comisky, Hope A., vol. 8, no. 2, page 181.

The Propensity to Stereotype as Inadmissible "Character" Evidence, King, Allan G. and Syeeda S. Amin, **vol. 27, no. 1**, page 23.

Protecting America's Financial Future: Why Courts Should Enforce ERISA's Duties of Prudence and Disclosure, Adams, Emily, **vol. 26, no. 2**, page 345.

Protecting Former Employees with Disabilities Who Receive Fringe Benefits Under Title I of the ADA, Smith, Matthew S., **vol. 29, no. 2**, page 349.

Protecting Nonparty Class Members in Class Arbitrations, Doyle, Thomas A., **vol. 25, no. 1**, page 25.

Public Pension Benefits Under Siege: Does State Law Facilitate or Block Recent Efforts to Cut the Pension Benefits of Public Servants?, Madiar, Eric M., **vol. 27, no. 2**, page 179.

Q

The Quandary of Federal Intervention in Retiree Health Benefits, Cancelosi, Susan E., **vol. 28, no. 1**, page 15.

Quietflex Manufacturing and the Unpredictable Case-by-Case “Balancing” of Section 7 Rights: “Liberty Finds No Refuge in a Jurisprudence of Doubt.”, Heldman, Sam and Hilary E. Ball, **vol. 22, no. 1**, page 97.

R

Radical Supreme Court Justices Endeavor to Rewrite the Civil Rights Statutes, Craver, Charles B., vol. 10, no. 4, page 727.

Reactions of the Regulated: A Federal Labor Law Example, Turner, Ronald, **vol. 17, no. 3**, page 479.

Reasonable Accommodation under the Americans with Disabilities Act, Weirich, C. Geoffrey, vol. 7, no. 1, page 27.

Reassigning Disabled Employees under the ADA: Preferences under the Guise of Equality?, O’Neil, Thomas F., III and Kenneth M. Reiss, **vol. 17, no. 2**, page 347.

Recent Case Law Developments Affecting Cash Balance Pension Plans, Motzenbecker, Douglas E., **vol. 17, no. 2**, page 285.

Recent Decisions of the Reagan Board: A Management Perspective, Batten, Fred W., vol. 2, no. 1, page 33.

Recent Developments in Class Certification and Decertification After Dukes as the Supreme Court’s Composition Changes, Speights, Grace E. and Burkhardt, Michael S., **Vol. 32, No. 3**, page 327.

Recent Developments in the Law of Employment at Will, Wald, Martin and David W. Wolf, vol. 1, no. 3, page 533.

Recent Developments Under the National Labor Relations Act, Benard, Mary Ellen R., vol. 1, no. 4, page 745.

Reconciling the Otherwise Irreconcilable: The Rejection of Collective Bargaining Agreements Under Section 1113 of the Bankruptcy Code, Sousa, Michael, **vol. 18, no. 3**, page 453.

The Recoverability of Prejudgment Interest under the ADEA after Thurston, Moberly, Michael D., vol. 8, no. 2, page 225.

Recovery of Severance Claims Under FIRREA: Disagreement Among the Circuits, Mullings, Sandra J., **vol. 14, no. 1**, page 53.

Reductions in Force Under the Age Discrimination in Employment Act, Powers, Thompson N., vol. 2, no. 2, page 197.

Reemployment Rights for Noncareer Members of the Uniformed Services: Federal and State Law Protections, Beasley, John F., Jr. and Marisa Anne Pagnattaro, **vol. 20, no. 2**, page 155.

Reflections of a Labor Lawyer, Modjeska, Lee, vol. 8, no. 1, page 1.

Regulation of Section 8(f) Contract Negotiations after the NLRB's Decision in Deklewa, Willen, Debra L., vol. 4, no. 4, page 797.

Reinventing the Federal Labor Standards Act to Support the Reengineered Workplace, Yager, Daniel V. and Sandra Boyd, vol. 11, no. 3, page 321.

Release and Waiver of Age Discrimination in Employment Act Rights and Claims, Turner, Ronald, vol. 5, no. 4, page 739.

Remedies for Individual Cases of Unlawful Discrimination: A Law Enforcement Perspective, Alvarez, Fred W. and Barbara Lipsky, vol. 3, no. 2, page 199.

Remedies Under the Age Discrimination in Employment Act, Kuhl, Albert F., vol. 2, no. 2, page 229.

Report on the 1993–1994 Supreme Court Labor and Employment Law Term, Grodin, Joseph R., vol. 10, no. 4, page 693.

Report on the Growing Tension Between the First Amendment and Harassment Law, Mallery, Mark N. and Robert Rachal, **vol. 12, no. 3**, page 475.

Representing Corporate Clients: A New Union Between Labor, Immigration, and Criminal Counsel, Hess, Wendy Caster and Jonathan A. Grode, **vol. 24, no. 2**, page 223.

Repudiation of Collective Bargaining Agreements in Bankruptcy—A Practical History and Guide for Union Representatives, Zurofsky, Bennet D., vol. 3, no. 4, page 809.

Requesting Balance: Promoting Flexible Work Arrangements with Procedural Right-to-Request Statutes, Hallgren Jr., Paul D., **Vol. 33, No. 2**, page 229.

The Required Content of Employees' Notice to Employers of the Need for Leave Under the FMLA, Bland, Timothy Stewart, **vol. 12, no. 2**, page 235.

Responding to NLRB Subpoenas, Sturner, Jan W., **vol. 17, no. 3**, page 435.

Restoring Stability in the Implementation of the National Labor Relations Act, Zimmerman, Don A., vol. 1, no. 1, page 1.

Retail Industry Picketing and Hand Billing: Access Rights of Non-Employee Union Representatives, Striking, and Off-Duty Employees to Shopping Malls, Parking Fields, Stores, and Other Private Property, Robinson, Laurie Nicole and Evan J. Spelfogel, **vol. 17, no. 1**, page 153.

Retaliation and Discrimination—One and the Same? A Critique of Gomez-Perez v. Potter, Hickey, Erica, 2009 Student Writing Competition Winner, **vol. 25, no. 1**, page 91.

Retaliation Claims Under the Civil Rights Act: Treacherous Waters for Employers, Sandler, Debbie Rodman and Laura W. Brewer, **vol. 13, no. 1**, page 107.

Retaliatory Harassment Against Employees by Employees: Should the Employer Be Liable? Jahnke, Kari, 2000 Student Writing Competition Winner, **vol. 16, no. 3**, page 465.

Rethinking and Reframing U.S. Policy on Worker Voice and Representation, Kochan, Thomas A., **vol. 26, no. 2**, page 231.

Retrieving What Was Luce: Why Courts Should Recognize Employees' Refusal of an Employer's Mandatory Arbitration Agreement as "Protected Activity" Under Title VII's Anti-Retaliation Provision, Zucker, Kiren Dosanjh, **vol. 22, no. 2**, page 233.

A Review of Business and Commercial Litigation in Federal Courts, Lewis, Elizabeth L., **vol. 24, no. 1**, page 143.

Review of the Supreme Court's Labor and Employment Docket, O.T. 2005, Estreicher, Samuel, **vol. 21, no. 2**, page 109.

Review of Labor and Employment Decisions from the United States Supreme Court's 2008–2009 Term, Dau-Schmidt, Kenneth G. and Todd Dvorak, **vol. 25, no. 2**, page 107.

Review of the Labor and Employment Law Decisions of the United States Supreme Court's 2009–2010 Term, **vol. 26, no. 3**, page 501.

Review of Labor and Employment Law Decisions from the United States Supreme Court's 2010–2011 Term, Schnapper, Eric, **vol. 27, no. 3**, page 329.

Review of Labor and Employment Law Decisions from the U.S. Supreme Court's 2011–2012 Term, Bennett, Mark W., **vol. 28, no. 2**, page 169.

A Review of the Supreme Court's Labor and Employment Law Decisions: 2005–2006 Term, Rabin, Robert J., **vol. 22, no. 2**, page 115.

Revisiting the Meltzer-Howlett Debate on External Public Law in Labor Arbitration: Is it Time for Courts to Declare Howlett the Winner?, Malin, Martin H., **vol. 24, no. 1**, page 1.

RICO and Employment Law, Shepard, Ira Michael, Stephen Horn and Robert L. Dunston, vol. 3, no. 2, page 267.

RICO Conspiracy: Whistleblowers—Coming in through the Back Door, Loscalzo, Theresa E. and Stacy J. Levitan, vol. 10, no. 4, page 679.

The RICO-ization of Federal Labor Law: An Argument for Broad Preemption, Lieverman, Theodore M. and Howard S. Simonoff, vol. 8, no. 2, page 335.

The RICO Trusteeships after Twenty Years: A Progress Report, Jacobs, James B., Eileen M. Cunningham and Kimberly Friday, **vol. 19, no. 3**, page 419.

The Rights of School Employee-Coaches Under Title VII and Title IX in Educational Athletic Programs, Turner, Kim, **Vol. 32, No. 2**, page 229.

Risky Business: Litigating Retaliation Claims, Long-Daniels, David and Peter N. Hall, **vol. 28, no. 3**, page 437.

A Roadmap of the Law of Summary Judgment in Disparate Treatment Cases, Seyferth, Paul D., **vol. 15, no. 2**, page 251.

The Role of Government in Regulating the Workplace, Rabin, Robert J., **vol. 13, no. 1**, page 1.

The Role of Summary Judgment in Employment Discrimination Litigation, Jansonius, John V., vol. 4, no. 4, page 747.

Running Late with Nowhere to Go: Searching for Enforcement of Federal Unemployment Insurance Timeliness Regulations After Gonzaga University v. Doe, Fortescue, Gregory, 2005 Student Writing Competition Winner, **vol. 21, no. 3**, page 307.

S

Safe Workplaces? Judicial Review of OSHA's Updated Air Contaminant Standards in AFL-CIO v. OSHA, Graff, Daniel A., vol. 11, no. 1, page 151.

Sailing the Employment Law Bermuda Triangle, Postol, Lawrence P., **vol. 18, no. 2**, page 165.

Salaried or Hourly: Do Your Exempt Employees Meet the "Salaried Test" Under the FLSA?, Levin, Robert L., vol. 11, no. 1, page 25.

Salary Increases under Major League Baseball's System of Final Offer Salary Arbitration, Lock, Ethan and Allan DeSerpa, vol. 2, no. 4, page 801.

San Manuel Bingo and Casino: Centrally Located in the Broad Perspective of Indian Law, McCracken, Richard G., vol. 21., no. 2, page 183.

Sarbanes-Oxley, Dodd-Frank, Retaliation, and Reward: Representing Clients in the Age of the Whistleblower, Hurson, Daniel J., **Vol. 32, No. 3**, page 381.

Sarbanes-Oxley: A New Whistle-Stop for Whistleblowers, Bertram, Connie N. and Leslie A. Pate, **vol. 21, no. 1**, page 19.

Screening for Integrity: What's Missing from Integrity Staffing Solutions, Inc. v. Busk, Richards, Stephanie, **Vol. 31, No. 3**, page 553.

Searching for Patterns and Anomalies in the ADA Employment Constellation: Who Is a Qualified Individual with a Disability and What Accommodations Are Courts Really Demanding?, Lee, Michel, **vol. 13, no. 1**, page 149.

Section 7 Rights and Union Access to Employees: Cyber Organizing, Wilcox, Gwynne A., **vol. 16, no. 2**, page 253.

Section 7 Update: Balancing Employer Property Rights vs. Statutory Rights. Where Is the Balance Today?, Haas III, W. Melvin and Charles E. Cox Jr., vol. 4, no. 2, page 151.

Section 10(b)'s Proviso of the National Labor Relations Act: Exclusionary Rule and Statute of Limitations, Stone, Wilford H., vol. 4, no. 2, page 175.

Seeing Through the Smoke: "Official Duties" in the Wake of Garcetti v. Ceballos, Wiese, Tyler, **vol. 25, no. 3**, page 509.

The "Seinfeld" Case Tempts Litigation, But Employers Remain "Masters of Their Domain," Wunsh, Wendy E., **vol. 15, no. 2**, page 265.

Seniority Rights under the Collective Agreement, Abrams, Roger I. and Dennis R. Nolan, vol. 2, no. 1, page 99.

The Seniority System Exception after Lorance, Comisky, Hope A., vol. 6, no. 2, page 421.

Settlement of Age Discrimination Claims—The Meaning and Impact of the Older Workers Benefit Protection Act, Keyes, Judith Droz and Douglas J. Farmer, **vol. 12, no. 2**, page 261.

Severance Pay and Sales of Assets, Wald, Martin and Leon Andrew Immerman, vol. 2, no. 1, page 75.

Sex Stereotyping in Employment: Can the Center Hold?, Starr, Michael and Amy L. Strauss, **vol. 21, no. 3**, page 213.

Sexual Harassment: The Reasonable Woman Standard, Winterbauer, Stephen H., vol. 7, no. 4, page 811.

Sexual Harassment and the Reasonable Woman Standard, Kenealy, Kathleen A., vol. 8, no. 2, page 203.

- Sexual Harassment in the Workplace: A Legal Overview*, Martucci, William C. and Robert B. Terry, vol. 3, no. 1, page 125.
- Sexual Harassment Investigations—Cues, Clues, and How-To's*, Abell, Nancy L. and Marcia Nelson Jackson, **vol. 12, no. 1**, page 17.
- The Sheathed Sword: Public-Sector Union Efficacy in Non-Bargaining States*, Hodges, Ann C. and William Warwick, **vol. 27, no. 2**, page 275.
- Shifting the Burdens in Disparate Impact Cases*: Wards Cove Packing v. Atonio, Bryan, James S., vol. 6, no. 1, page 233.
- The Significance of the Sarbanes-Oxley Whistleblower Protection*, Westman, Daniel P., **vol. 21, no. 2**, page 141.
- Significant Recent Employment Law Developments in State Common Law and Statutory Decisions*, Mazurak, Stephan A., **vol. 23, no. 3**, page 253.
- Silence is Golden: Guidelines for Evaluating the Admissibility and Legal Sufficiency of “Age Related” Statements in Age Discrimination Cases*, Gorski, Stephen J. and Rod M. Fliegal, vol. 11, no. 2, page 189.
- Sixth Circuit Holds that a Reservation of Rights in the Plan in Some of the SPDs Trumps “Lifetime” Statement in SPDs*, Sacher, Steven J. and William Payne, **vol. 14, no. 3**, page 475.
- Social Security in an Era of Retrenchment: What Would Happen if the Social Security Trust Funds Were Exhausted?*, Moore, Kathryn L., **vol. 28, no. 1** page 43.
- The Standard for Obtaining 10(j) Interim Injunctive Relief Under the National Labor Relations Act: The Interplay Between the NLRA and the First Amendment*, Garrison Jr., Michael W. and Ryan W. Rutledge, **vol. 27, no. 3**, page 365.
- The Standard for Proving an Unfair Immigration-Related Employment Practice Under IRCA: Disparate Impact or Intent?*, Stacy, Donald R., vol. 4, no. 2, page 271.
- State and Local Public Employees: Are They Overcompensated?*, Keefe, Jeffrey H., **vol. 27, no. 2**, page 239.
- The State Secrets Privilege Threat to Public Employment Rights*, McQueen, Anjetta, 2006 Student Writing Competition Winner, **vol. 22, no. 3**, page 329.
- Statistics as a Guide to RIF Selections: Caveat Emptor*, King, Allan G., **vol. 20, no. 1**, page 79.
- The Status of the Employment Relationship: The 1990–91 Supreme Court Term*, Mazurak, Stephen A., vol. 7, no. 4, page 847.
- Stirring Muddled Waters: Are Physicians with Hospital Medical Staff Privileges Considered to Be Employees Under Title VII or the Americans with Disabilities Act When Alleging an Employment Discrimination Claim?*, Lowe, Michael R., **vol. 13, no. 1**, page 225.
- The Strangely Persistent “Transposition Fallacy”: Why “Statistically Significant” Evidence May Not Be Significant*, Browne, Kingsley R., **vol. 14, no. 2**, page 437.
- Striker Replacements and Employee Freedom of Choice*, Westfall, David, vol. 7, no. 2, page 137.
- Strikers and Replacements*, Estreicher, Samuel, vol. 3, no. 4, page 897.

- The Structure of Individual Disparate Treatment Litigation after Hopkins*, Brooks, Roy L., vol. 6, no. 1, page 215.
- A Suggested Approach to Applying the National Mediation Board's Railroad Merger Procedures*, Newman, Todd A., **vol. 15, no. 3**, page 509.
- The Supreme Court Decisions of the 1985–86 Term*, Beck, Michael H., vol. 3, no. 1, page 55.
- The Supreme Court 1997–1998 Labor and Employment Law Term (Part I): The Sexual Harassment Decisions*, Weiss, Marley S., **vol. 14, no. 2**, page 261.
- The Supreme Court 1997–1998 Labor and Employment Law Term (Part II): The NLRA, Takings Clause, and ADA Cases*, Weiss, Marley S., **vol. 14, no. 3**, page 533.
- The Supreme Court and Labor Law in the Fiftieth Year of the NLRA*, Lesnick, Howard, vol. 1, no. 4, page 703.
- The Supreme Court's Application of "Ordinary Contract Principles" to the Issue of the Duration of Retiree Healthcare Benefits: Perpetuating the Interpretation/Gap-Filling Quagmire*, Hillman, Robert A., **Vol. 32, No. 3**, page 299.
- The Supreme Court's 1991–1992 Labor and Employment Law Term*, Hartley, Roger C., vol. 8, no. 4, page 757.
- The Supreme Court's 1992–1993 Term: A Review of Labor and Employment Law Cases*, Bellace, Janice R., vol. 9, no. 4, page 603.
- The Supreme Court's Labor and Employment Cases of the 2001–2002 Term*, Cynthia Estlund, **vol. 18, no. 2**, page 291.
- The Supreme Court's Labor and Employment Decisions: 2002-2003 Term*, O'Brien, Maria Hylton, **vol. 19, no. 2**, page 247.
- The Supreme Court's Rejection of Excluding "Ordinary Professional or Technical Judgment" as Independent Judgment When Directing Employees: Does Kentucky River Mean Lights Out for Mississippi Power?*, Dolin, Kenneth, **vol. 18, no. 3**, page 365.
- Supreme Court Review*, Murphy, William P., vol. 5, no. 4, page 679.
- Surface v. Hard Bargaining: Tilting Toward Nonintervention*, DiGiovanni, Nicholas, Jr., vol. 2, no. 4, page 771.

T

- Tangible Employment Action: What Did the Supreme Court Really Mean in Faragher and Ellerth?*, Woodford, Kelly Collins and Harry A. Rissetto, **vol. 19, no. 1**, page 63.
- Tax Consequences of Court Awards and Settlement Payments Received in Employment Cases*, Ennis, Peter J. and Judee A. Smolarek, vol. 6, no. 2, page 395.
- Tears and Fears: The Illusory Ethical Issues Raised by Strengthening Enforcement of the LMRDA Persuader Reporting Rules*, Handelman, Gwen Thayer, **vol. 27, no. 3**, page 433.
- Tempest in a Bedpan? The Specialty Healthcare Controversy*, Haller, William H., **vol. 29, no. 3**, page 465.
- Temporary Workers May get "Two Bites" at Recovery Under the Employment Discrimination Laws*, Comisky, Hope A. and Natalie Abbot, **vol. 20, no. 1**, page 1.

- The Term That Almost Was: A Look Back at the Supreme Court’s Work Law Docket in 2016–17*, Cameron, Christopher David Ruiz, **Vol. 33, No. 2**, page 127.
- Testing Accommodation: Is a “Level Playing Field” Unfair?*, Tukel, Daniel B., **vol. 23, no. 1**, page 1.
- The Tides Are Turning: EEOC Pattern or Practice Lawsuits Must Adhere to Title VII’s 300-Day Limitation Period*, Maatman, Jr., Gerald L. and Lily M. Strumwasser, **vol. 29, no. 1**, page 71.
- Tightening the White-Collar Exemptions—The Courts Breathe New Life into the Fair Labor Standards Act*, Peikes, Lawrence, vol. 10, no. 1, page 121.
- Title VII at Twenty: The Counting Challenge*, Chambers, J. Levonne and Barry Goldstein, vol. 1, no. 2, page 235.
- Title VII’s National Anthem: Is There a Prima Facie Case for the Prima Facie Case?*, Smith, Stephen W., **vol. 12, no. 3**, page 371.
- To Bargain or Not To Bargain Should Not Be the Question: Deterring Section 8(a)(5) Violations in First-Time Bargaining Situations Through a Liberalized Standard for the Award of Litigation and Negotiation Costs*, Berul, Micah, **vol. 18, no. 1**, page 27.
- Toledo Blade and Colorado-Ute: When Is Bargaining to Impasse Not Enough?*, Costello, Joseph J. and Stacy K. Weinberg, vol. 9, no. 2, page 127.
- Too Many Arbitrators Do Spoil the Soup: NLRB Charges Filed by Non-Unionized Employees Should not be Subject to Mandatory Pre-Dispute Arbitration Agreements*, Perez, Nicole Cuda, **vol. 23, no. 3**, page 285.
- Too Soon for Employers to Celebrate?: How Plaintiffs Are Prevailing Post-Dukes*, Massie, Dustin, **vol. 29, no. 1**, page 177.
- A Touch of “Class” – Immigration and the Intersection of Politics and Protected Section 7 Activity*, Kennedy, Wesley and Angie M. Cowan, **vol. 23, no. 1**, page 99.
- Toward a Rational Interpretation of the Term “Supervisor” after Kentucky River*, Becker, Craig and Diana Orantes Ceresi, **vol. 18, no. 3**, page 385.
- Tracking the Path to Parity between Mental and Physical Health Benefits*, Weirich, C. Geoffrey and Ashoo K. Sharma, **vol. 17, no. 3**, page 469.
- Trade Secrets and Restrictive Covenants*, Richey, P. Jeromy and Margaret J. Bozik, vol. 4, no. 1, page 21.
- Transportation Labor Law and Policy for a Deregulated Industry*, Arouca, Dennis A. and Henry H. Perritt, Jr., vol. 1, no. 3, page 617.
- Traversing the Preemption Triangle: ERISA, ADA, and State Disability Discrimination Laws*, Lawrence, Thomas H. and Rhonda M. Taylor, **vol. 12, no. 1**, page 57.
- Truncating the Fair Labor Standards Act Limitations Period in Arbitration: A Prospective Waiver of Rights or a Procedural Tweak.*, McGillivary, Gregory K, **Volume 30, No. 3**, page 305.
- Truth and Consequences: The Impact of Arbitration in Employment Defamation Cases*, Moberly, Michael D., vol. 9, no. 4, page 577.
- Truth or Consequences: Varity v. Howe and Beyond*, Muir, Dana M., **vol. 13, no. 3**, page 411.
- Twenty-Five Years of Developments in the Law Under the National Labor Relations Act*, Hexter, Christopher, Wesley Kennedy, Alexia Kulwiec, Peter Janus, Todd Sarver, and Steven Wheless, **vol. 25, no. 3**, page 299.

U

The Uncertain Fate of Gissel Bargaining Orders in the Circuit Courts of Appeal, Abramson, Gil A., **vol. 18, no. 1**, page 121.

The Unconstitutionality of Section 8(b)(4)(ii)(B) and the Supreme Court's Unique Treatment of Union Speech, Hayes, Ian, 2012 Student Writing Competition Winner, **vol. 28, no. 1**, page 129.

Understanding How to Apply the DSM-IV to a Case under the ADA, Smith, Jules L., **vol. 17, no. 3**, page 449.

Undocumented Workers and the NLRA: Hoffman Plastic Compounds and Beyond, Baird, Orrin, **vol. 19, no. 2**, page 153.

The Undue Hardship Defense to the Reasonable Accommodation Requirement of the Americans With Disabilities Act of 1990, Gardner, Russell H. and Carolyn J. Campanella, vol. 7, no. 1, page 37.

Union Access: Developments Since Jean Country, Collyer, Rosemary M., vol. 6, no. 4, page 839.

Union Access to Employer Information in the Federal Sector, Keene, David R., II, **vol. 15, no. 1**, page 47.

Union Access to Migrant Farm Workers: The Mt. Olive Pickle Company, Cucumber Farmers and Farm Workers, Kidd, Allison, 2004 Student Writing Competition Winner, **vol. 20, no. 3**, page 339.

Union Discovery Privileges: Protecting Union Documents and Internal Information from Subpoena, Goldman, David I., **vol. 17, no. 2**, page 241.

Union Intervention in Title VII Consent Decree Negotiations: Separate Bargaining or Exclusive Representation?, Connor, Mairead E., vol. 4, no. 2, page 293.

The Union's Duty to Represent Conscientious Objectors, Weinstock, Bonnie Siber, vol. 3, no. 1, page 163.

Union's Gamble Pays Off: In San Manuel Indian Bingo & Casino, The NLRB Break the Nation's Promise and Reverses Decades-Old Precedent to Assert Jurisdiction Over Tribal Enterprises on Indian Reservations, Wermuth, Anna, **vol. 21, no. 1**, page 81.

Union Survival Strategies for the Twenty-first Century, Hiatt, Jonathan P. and Lee W. Jackson, **vol. 12, no. 2**, page 165.

Unipolar Panel Effects and Ideological Commitment: An Analysis of U.S. Courts of Appeals Free Speech Decisions Involving K-12 Public Education Employees, Wasserman, Lewis M. and Connolly, John P., **Vol. 31, No. 3**, page 537.

Unlawful Interference with Protected Rights under ERISA, Martucci, William C. and John L. Utz, vol. 2, no. 2, page 251.

The Unpaid Intern: Liability for the Uninformed Employer, Mazurak, Stephen A., **vol. 29, no. 1**, page 101.

Untested Assumptions in NLRB Proceedings, Taurick, Phoebe, **vol. 27, no. 2**, page 307.

Unusual Unanimity and the Ongoing Debate on the Meaning of Words: The Labor and Employment Decisions from the Supreme Court's 2013–14 Term, Green, Michael Z., **vol. 30, no. 2**, page 175.

Update on Employer E-mail Monitoring: The Ninth Circuit Joins the Mainstream, Robinson, Eric P., **vol. 18, no. 3**, page 355.

- An Update on the FTC's Vail Letter and Application of the FCRA to Investigations of Employee Wrongdoing*, Stivarious, Teresa Butler, **vol. 19, no. 1**, page 83.
- U.S. and Canadian Labour Law: Significant Distinctions*, Sack, Jeffrey, **vol. 25, no. 2**, page 241.
- U.S.-Based Multinational Employers and the Social Contract Outside the United States*, Dowling, Donald C., Jr., **vol. 26, no. 1**, page 77.
- The U.S. International Labor Relations Act*, Charnovitz, Steve, **vol. 26, no. 2**, page 311.
- U.S. Labor Law and the Future of Labor-Management Cooperation*, Schlossberg, Stephen I. and Steven M. Fetter, vol. 3, no. 1, page 11.
- U.S. Trade and Economic Policy: American Workers Need More Than Strong Labor Chapters*, Drake, Celeste, **vol. 27, no. 3**, page 455.
- Use and Abuse of Performance Appraisals under the Civil Service Reform Act*, Laponsky, Mark D., vol. 3, no. 2, page 287.
- Use of After-Acquired Evidence in Employment Discrimination Cases: Should the Guilty Employer Go Free?*, Gregory, Robert J., vol. 9, no. 1, page 43.

V

- Validity and Effect of Will-Not-Reapply Covenants in Employment Discrimination Settlement Agreements*, Fleischer, Charles H., **vol. 23, no. 2**, page 151.
- Video Games in Job Interviews: Using Algorithms to Minimize Discrimination and Unconscious Bias*, Savage, David D. and Bales, Richard, **Vol. 32, No. 2**, page 211.
- A View from the Circuit: A Federal Circuit Judge Views the NLRA Appellate Scene*, Vance, Robert S., vol. 1, no. 1, page 39.
- Voluntary Corporate Codes of Conduct: What's Missing?* Hernstadt, Owen E., **vol. 16, no. 3**, page 349.

W

- A WARN Act Road Map*, Lipsig, Ethan and Keith R. Fentonmiller, vol. 11, no. 3, page 273.
- We Never Talk Anymore: Evaluating Confidentiality Rules and No-Fraternization Policies – Exactly Who are the Carthusian Monks?* Cintas Corp. v. NLRB and Guardsmark, LLC v. NLRB, Meltzer, Mary Theresa, **vol. 24, no. 2**, page 175.
- Weingarten: Time for Reconsideration*, Bernstein, Neil N., vol. 6, no. 4, page 1005.
- What 14 Penn Plaza LLC v. Pyett Means for Employers: Balancing Interests in a Landscape of Uncertainty*, Mathison, Mark S. and Bryan M. Seiler, **vol. 25, no. 2**, page 173.
- What Can We Learn from the NLRA to Create Labor Law for the Twenty-First Century?*, Freeman, Richard B., **vol. 26, no. 2**, page 327.
- What Hath Patterson Wrought? A Study in the Failure to Understand the Employment Contract*, Player, Mack A., vol. 6, no. 1, page 183.
- What the Supreme Court's Diversity Doctrine Means for Workplace Diversity Efforts*, Hawkins, Stacy, **Vol. 33, No. 2**, page 139.
- What's the Relationship Between Labor Arbitrators' Backgrounds and Outcomes of Discipline and Discharge Awards? An Empirical Analysis*, Cooper, Laura J., Bognanno, Mario F. and Befort, Stephen F., **Vol. 31, No. 3**, page 433.
- When Are Employers' Unilateral Changes Prohibited? A Look at E.I. Du*

- Pont, Minteq, and Graymont: *A Management Perspective on the Need for a Uniform Standard*, Adams, Jamie R., **Vol. 32, No. 3**, page 407.
- When Is a Multiemployer Bargaining Unit a “Multiemployer Bargaining Unit”?*? Tollen, Robert W., **vol. 17, no. 1**, page 183.
- When Is “No” Really “No”—The NLRB’s Current Position on the Freedom of Contract, Management Rights, and Waiver*, Carron, Reid and Angela Broughton, **vol. 13, no. 2**, page 299.
- When Is the Union “Gone”?*, Hoffhaus, Charles E., vol. 10, no. 1, page 41.
- When the Defendant Runs to Bankruptcy Court: Next Steps for the Plaintiff’s Employment Lawyer*, Correia, Linda M., **vol. 28, no. 3**, page 383.
- Where Have All the Supervisors Gone?—The Board’s Misdiagnosis of Health Care and Retirement Corp.*, King, G. Roger, **vol. 13, no. 2**, page 343.
- Whistleblowers and Safety at Work: An Analysis of Section 11(c) of the Occupational Safety and Health Act*, Spieler, Emily A., **Vol. 32, No. 1**, page 1.
- Who’s an Independent Contractor? Who’s an Employee?*, Barron, Myra H., **vol. 14, no. 3**, page 457.
- Whose Privilege Is It Anyway: How the Fiduciary Exception to the Attorney-Client Privilege Protects ERISA Participants and Beneficiaries*, Crawford, Tyrone, **vol. 30, no. 1**, page 121.
- Who’s the Boss? Employee Leasing and the Joint Employer Relationship*, Axelrod, Jonathan G., vol. 3, no. 4, page 853.
- Why Some Unions Hesitate to Participate in Labor-Management Cooperation Programs*, Hernstadt, Owen E., vol. 8, no. 1, page 71.
- Win-Win Labor Law Reform*, Estreicher, Samuel, vol. 10, no. 4, page 667.
- The Wisconsin Public-Sector Labor Dispute of 2011*, Secunda, Paul M., **vol. 27, no. 2**, page 293.
- Withdrawal of Recognition: The Impact of Allentown Mack and Lee Lumber*, Ferber, James M.L. and R. Scott Ferber, **vol. 14, no. 2**, page 339.
- Withdrawal Pains: Should an Employer Be Privileged to Unilaterally Act to Oust a Union?*, Gottlieb, Ira L., **vol. 14, no. 2**, page 415.
- Work Force 2000*, Fraser, Douglas A., vol. 7, no. 2, page 265.
- Work Force 2000*, Lambert, Jack, vol. 7, no. 2, page 221.
- Work Force 2000 – How Are America’s Industries Preparing?*, Flora, Mark R., vol. 7, no. 2, page 277.
- Workers’ Compensation: The Hazard of Adopting the Increased-Risk Doctrine When Interpreting “Arising out of”*, Haughton, Paige, **Vol. 32, No. 2**, page 277.
- Working to Rule and Other Alternate Job Actions*, Bloch, Marc J. and Scott A. Moorman, vol. 9, no. 2, page 169.
- Workplace Closures and Company Reorganizations: Enforcing NLRB Contract and Noncontract Claims and Obligations*, Boltuch, Burton F., vol. 7, no. 1, page 53.
- Workplace Job Action: An Effort to Reshape the Balance of Power*, Doll, John R. and Daniel N. Kosanovich, vol. 9, no. 2, page 149.
- Workplace Rumors About Women’s Sexual Promiscuity as Gender-Based Insults under Title VII*, Hess, Wendy N., **Vol. 31, No. 3**, page 447.
- Workplace Stress Claims Resulting from September 11th*, Slusarz, Frances Codd, **vol. 18, no. 2**, page 137.

Workplace Violence: Navigating Through the Minefield of Legal Liability, Levin, Robert L., vol. 11, no. 2, page 171.

Writing the Law of Work on Nero's Pillars: The 1998–99 Term of the U.S. Supreme Court, Tepker, Harry F., Jr., **vol. 15, no. 2**, page 181.

Wrongful Discharge: A Panel Discussion, Robein, Louis L., Jr., Joseph A. Golden and Jay S. Siegal, vol. 6, no. 2, page 319.

Wrongful Discharge Suits by In-House Counsel: Refining the General Dynamics Standard, Webb, John R. and J. Chris Kinsman, vol. 11, no. 1, page 35.

Y

"Yes, No, and Maybe:" The Implications of a Federal Circuit Split Over Union-Friendly State and Local "Neutrality" Laws, Garrison, Brian R. and Joseph C. Pettygrove, **vol. 23, no. 2**, page 121.