EDITORIAL STATEMENT: The ABA Journal of Labor & Employment Law is a journal of ideas and developments in all areas of labor and employment law designed to provide balanced analysis for practitioners, judges, administrators, and the interested public. The Journal provides an opportunity for members of the labor and employment bar to share insights and perspectives on practical issues of current interest while encouraging discussion of their broader policy implications. The ABA Journal of Labor & Employment Law may be cited as follows, by volume and page: 32 A.B.A. J. Lab. & Emp. L. __ (2017).

EDITORIAL GUIDELINES FOR AUTHORS: The ABA Journal of Labor & Employment Law welcomes contributions from all interested persons. Articles preferably should be submitted electronically as a Microsoft Word document attachment to abajel@umn.edu, or by mail to the ABA Journal of Labor & Employment Law, University of Minnesota Law School, Walter F. Mondale Hall, 229 19th Avenue South, Minneapolis MN 55455. Questions may be directed to the faculty co-editors: Professor Stephen F. Befort (befor001@umn.edu, 612-625-7342) and Professor Laura J. Cooper (lcooper@umn.edu, 612-625-4320). Manuscripts should generally be shorter than forty pages with text and footnotes double-spaced. Citations of authority should appear in the footnotes. In preparing both text and footnotes, authors should refer to the following works for style: The Bluebook: A Uniform System of Citation (20th ed.) (Harvard Law Review Association, Cambridge, Mass.); for matters of literary style not covered by this manual, The Chicago Manual of Style (16th ed.) (The University of Chicago Press, Chicago, Ill.), or The Elements of Style by William Strunk Jr. and E.B. White (4th ed.).

STUDENT SUBMISSIONS: The ABA Journal of Labor & Employment Law does not accept direct submission of articles from law students. We do, however, publish the winning article in the American Bar Association Section of Labor and Employment Law and College of Labor and Employment Lawyers Annual Law Student Writing Competition, which is open only to U.S. law students. For competition rules, see https://www.law.umn.edu/journals/aba-journal-labor-employment-law/2016-2017-national-student-writing-competition.

PERMISSIONS: To request to reproduce any portion of the ABA Journal of Labor & Employment Law, please visit americanbar.org/reprint.

DISCLAIMER: The material contained herein represents the opinions of the authors and does not express the views or the positions of the American Bar Association or the Section of Labor and Employment Law, unless adopted pursuant to the bylaws of the Association and the Section and so indicated. © 2017 American Bar Association. All rights reserved. Printed in the United States of America. Produced by ABA Publishing.

SUBSCRIPTION PRICES: Any member of the American Bar Association may join the Section upon payment of its annual dues of $75.00. Section membership includes a subscription to the ABA Journal of Labor & Employment Law. Law Student Division members of the American Bar Association may join the Section without charge. Institutions and individuals not eligible for Association membership may subscribe to the ABA Journal of Labor & Employment Law for $45.00. Membership dues in the American Bar Association are not deductible as a charitable contribution for federal income tax purposes. However, such dues may be deductible as a business expense.

ORDER INFORMATION: Current issues of the ABA Journal of Labor & Employment Law may be obtained from the ABA Service Center, American Bar Association, 321 North Clark Street, Chicago IL 60654-7598; phone: 800-285-2221; fax: 312-988-5550; e-mail: service@americanbar.org. Back issues of the ABA Journal of Labor & Employment Law or its predecessor title, The Labor Lawyer, published two years ago and earlier may be purchased from William S. Hein & Co., 2350 N. Forest Road, Getzville, NY 14068; phone: 800-828-7571.

FREQUENCY AND POSTAGE: The ABA Journal of Labor & Employment Law (ISSN: 8756-2995) is published three times per year by the American Bar Association, Section of Labor and Employment Law. Third-class postage is paid at Chicago, IL, and additional mailing offices.

ADDRESS CHANGES: Send all address changes to the ABA Journal of Labor & Employment Law, ABA Service Center, American Bar Association, 321 North Clark Street, Chicago, IL 60654-7598; phone: 800-285-2221; e-mail: service@americanbar.org.