

## DAILY LABOR REPORT & INDEX-SUMMARY

—Nos. 188-208  
—Oct. 1 - Oct. 30, 2009

## A

**ABA** *See* AMERICAN BAR ASSOCIATION (ABA)

**ACQUISITIONS, CORPORATE** *See* MERGERS AND ACQUISITIONS

**ADA** *See* AMERICANS WITH DISABILITIES ACT (ADA)

**ADAAA (ADA AMENDMENTS ACT)** *See* AMERICANS WITH DISABILITIES ACT (ADA)

**ADEA** *See* AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

**ADMINISTRATIVE LAW JUDGES (ALJs)**  
NLRB, Amchan named, District of Columbia, 205:A-11 (10/27/09)

## ADOPTION LEAVE

FMLA interference, retaliation (U.S., rev den), 191:B-10 (10/6/09)

## AEROSPACE INDUSTRY

Boeing  
—Boeing Rotorcraft Sys., UAW pact, 201:A-1 (10/21/09)  
—Dreamliner 787 assembly line, S.C. site chosen over Wash., 207:A-7 (10/29/09)  
Bombardier Learjet, IAM pact, 192:A-13 (10/7/09)  
Lockheed Martin Servs., ULPs, IAM organizers targeted for RIF, remedy, 208:A-10 (10/30/09)

## AEROSPACE WORKERS (UAW)

Local 1069, Boeing Rotorcraft Sys., ratification, 201:A-1 (10/21/09)

**AFGE** *See* GOVERNMENT EMPLOYEES (AFGE)

## AFL-CIO

Coalition of Labor Union Women (CLUW), new officers, 204:A-14 (10/26/09)  
Health care reform, mobilization for public option, 195:A-11 (10/13/09); day of action, leafletting, 205:A-6 (10/27/09)  
ICE raids, I-9 audits, workers rights, report, 206:A-10 (10/28/09)  
Representation, NMB certification based on plurality vote, 189:A-16 (10/2/09)  
Staff, WBNG pact, successor clause, 195:A-11 (10/13/09)  
Young workers, labor agenda, new economy, Shuler outreach, 198:A-12 (10/16/09)

**AFSCME** *See* STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME)

**AFT** *See* TEACHERS (AFT)

**AFTRA** *See* TELEVISION AND RADIO ARTISTS (AFTRA)

## AGE DISCRIMINATION

Ala., ADEA, prima facie case, pretext, elements (Ala. Civ. App.), 199:A-3 (10/19/09)

## AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

Evidence  
—Indirect, use of *McDonnell Douglas* burden-shifting framework (1st Cir.), 200:AA-1 (10/20/09); text, 200:E-1 (10/20/09)  
—Praise, comments, notes, pretext (4th Cir.), 205:A-8 (10/27/09)

—RIF, comments, statements suggest pretext (M.D. Fla.), 197:A-11 (10/15/09)  
Protecting Older Workers Against Discrimination Act. *See* LEGISLATION, FEDERAL, HR 3721, S 1756  
Retirement  
—Early retirement waiver, no Ledbetter Act invalidation (11th Cir.), 188:A-3 (10/1/09)  
—Mandatory retirement, 1st Amend. ministerial exception (2d Cir.), 197:A-4 (10/15/09)  
Sovereign immunity, waiver, timing (U.S., rev den), 201:A-4 (10/21/09)  
Surgeon hired at 68, fired at 71, restructuring, skills (S.D.N.Y.), 208:A-1 (10/30/09)  
Tenured position, contract nonrenewal adverse job action (2d Cir.), 205:A-3 (10/27/09)

**AGENCIES, FEDERAL** *See specific agencies*

## AGENCY FEES

City Univ. of N.Y. (CUNY), 1st Amend., chargeability of union expenses (2d Cir.), 198:AA-1 (10/16/09); text, 198:E-5 (10/16/09)

## AGRICULTURE

Cal. heat illness prevention standard, Cal/OSHA compliance report, 197:A-5 (10/15/09)  
Global Horizons Manpower, H-2A workers, breach of contract (Cal. Super. Ct.), 188:A-3 (10/1/09)

## AIR TRANSPORTATION

Airline Safety and Pilot Training Improvement Act. *See* LEGISLATION, FEDERAL, HR 3371  
AirTran Airways, IBT mechanics pact ratified, 202:A-9 (10/22/09)  
Alaska Airlines, IAM vote on pact extensions, 207:A-8 (10/29/09)  
American Airlines, maintenance base closure, Kansas City, Mo., 207:A-11 (10/29/09)  
Bahamasair, Fla., security violation, protected whistleblowing (S.D. Fla.), 202:A-2 (10/22/09)  
Continental Airlines  
—ERISA, sham divorces, QDROs, recoupment (S.D. Texas), 201:AA-1 (10/21/09); text, 201:E-2 (10/21/09)  
—Fleet service, IBT representation petition, 199:A-13 (10/19/09)  
Delta-Northwest merger, NMB, representation elections, 192:A-6 (10/7/09)  
Frontier Airlines, AFA representation petition, 191:A-11 (10/6/09)  
Representation, NMB certification based on plurality vote, 189:A-16 (10/2/09)  
United Airlines, Title VII, Cal. claims, summary judgment abuse, de novo review (Cal. Ct. App.), 197:A-7 (10/15/09)  
US Airways, Vt. job rights, workers' comp laws, individual "agent" liability (Vt.), 196:A-5 (10/14/09)

## ALABAMA

Age bias, ADEA, prima facie case, pretext, elements (Ala. Civ. App.), 199:A-3 (10/19/09)

**ALJs** *See* ADMINISTRATIVE LAW JUDGES (ALJs)

## ALTERNATIVE DISPUTE RESOLUTION (ADR)

NMB. *See* NATIONAL MEDIATION BOARD (NMB)

## AMERICAN BAR ASSOCIATION (ABA)

Meetings. *See* CONFERENCES AND MEETINGS

## AMERICAN RECOVERY AND REINVESTMENT ACT (ARRA)

Buy American provisions, reported effect on stimulus, jobs, exports, municipalities, 194:A-13 (10/9/09)

Construction, federal contracts, new reporting requirements, FAR compliance, enforcement changes, 201:A-5 (10/21/09)  
Effects, joblessness, recovery threats, economists, lawmakers clash, 208:AA-1 (10/30/09)  
Home loan modifications, UI income projection tool, 203:A-12 (10/23/09)  
Recovery Through Retrofit, home energy efficiency, Biden proposal, 200:A-5 (10/20/09)  
Smart Grid Investment Grants. *See* GRANTS  
Stimulus data  
—Initial report, 30,000 new jobs, 198:A-11 (10/16/09)  
—State fiscal relief, education jobs, 200:A-7 (10/20/09)  
TGAAA. *See* TRADE AND GLOBALIZATION ADJUSTMENT ASSISTANCE ACT (TGAAA)  
Unemployment rates, stimulus effects, GOP criticism, 190:A-4 (10/5/09)

## AMERICAN SAMOA

Tsunami cleanup, DOL grant, 201:A-13 (10/21/09)

## AMERICANS WITH DISABILITIES ACT (ADA) ADAAA

—Implementation, EEOC proposed rule, Q&A, 202:A-1 (10/22/09)  
—Job opportunities, federal action, 191:A-7 (10/6/09)  
—Litigation shift, changes, effects summarized, 205:A-4 (10/27/09)  
—Posting notices, EEOC, 207:A-15 (10/29/09)  
—Prospective application, influence on interpretation (N.D. Ind.), 196:A-1 (10/14/09)  
Essential job function  
—Attendance, failure to return to work (N.D. Texas), 194:A-7 (10/9/09)  
—Disability pension, judicial estoppel, inconsistent statements (7th Cir.), 208:A-5 (10/30/09)  
FRCP Rule 4(m), failed service of process, fault (11th Cir.), 191:A-2 (10/6/09)  
Home health care, Fresno County, consumer challenge to Cal. wage, benefits cuts (N.D. Cal.), 204:A-4 (10/26/09)  
Influenza pandemic, ADA application, CRS report, 205:A-7 (10/27/09); correction, 206:A-15 (10/28/09)  
Interactive process where no accommodation exists (2d Cir.), 192:A-5 (10/7/09)  
Medical inquiries, health risk assessment (HRA) reimbursement requirement, EEOC Op. Letter, 191:A-1 (10/6/09)  
Regarded as disabled  
—Back surgery, balance problem, cane (S.D.N.Y.), 208:A-1 (10/30/09)  
—Pre-2009 claim evaluated under pre-ADAAA law (N.D. Ind.), 196:A-1 (10/14/09)  
—Standing major life activity (W.D. La.), 195:A-10 (10/13/09)  
—Walking, self-care, speaking, MS (7th Cir.), 203:A-1 (10/23/09)  
Seasonal affective disorder, accommodation hardship (7th Cir.), 192:A-1 (10/7/09)  
Staffing service contract, biased effect (W.D. Wis.), 190:A-8 (10/5/09)  
Standing to sue, retaliation, 3d party complaint (9th Cir.), 205:AA-1 (10/27/09)

## ANTITRUST

Wage suppression, class certification denied (N.D. Ill.), 189:A-1 (10/2/09)

## APPEALS

Attorney-client privilege, waiver, appealability of discovery order (U.S., oral arg), 191:AA-1 (10/6/09)  
Summary judgment abuse, de novo review (Cal. Ct. App.), 197:A-7 (10/15/09)

## ARBITRATION

Employee Free Choice Act (EFCA). *See* LEGISLATION, FEDERAL, HR 1409, S 560  
ESOP fiduciary indemnification rights, legal fees, injunction (E.D. Cal.), 198:A-6 (10/16/09)  
Judicial appeal of authority (N.D. Ill.), 192:A-8 (10/7/09)  
Mandatory. *See* MANDATORY ARBITRATION  
Successor employer, subcontractor pact (2d Cir.), 195:A-1 (10/13/09); text, 195:E-1 (10/13/09)  
Title VII, choice of remedies grievance arbitration, administrative, or judicial (U.S., rev den), 191:B-8 (10/6/09)

## ARIZONA

Domestic partner benefits, budget, state workers coverage, 197:A-12 (10/15/09)  
Firearms, storage in locked vehicles on workplace lots, 193:A-8 (10/8/09)  
Wage and hour, SelectBuild, overtime, off-the-clock work (C.D. Cal.), 199:A-13 (10/19/09)

## ARMED SERVICES

USERRA. *See* UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

## ASBESTOS

E&D Enviro. Safety Training, false certifications, Cal/OSHA, fraud indictment (N.D. Cal.), 208:A-4 (10/30/09)  
Handling, notice violations, demolition contractor pleads guilty (E.D. Pa.), 189:A-4 (10/2/09)

## AT-WILL EMPLOYMENT *See* EMPLOYMENT AT WILL

## ATTORNEYS

Baweja Law Grp., settlement funds, criminal fraud, restitution (C.D. Cal.), 190:A-11 (10/5/09)  
Clifford Chance US, negative references, retaliatory "blackballing," evidence (S.D.N.Y.), 207:AA-1 (10/29/09); correction, 208:A-13 (10/30/09)  
Ex parte communications, NLRB "skip counsel" rule prohibitions, policy memo, 194:A-1 (10/9/09)  
Law firms, diversity employment, EEO report, 205:A-6 (10/27/09)

## ATTORNEYS' FEES

Civil Rights Attorneys' Fees Awards Act, enhancement beyond lodestar, scope of federal courts' discretion (U.S., oral arg), 197:AA-1 (10/15/09)  
ESOP fiduciary indemnification rights, arbitration (E.D. Cal.), 198:A-6 (10/16/09)  
U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## AUTO WORKERS (UAW)

Deere, tentative pact, 15 locals, 189:A-6 (10/2/09); ratified, 191:A-1 (10/6/09)  
Ford, concessionary pact, vote pending, 196:A-15 (10/14/09); pattern bargaining, member goals, overview, 197:A-17 (10/15/09)  
Freightliner, neutrality/card check agreements, LMRA §302, access during organizing (U.S., rev den), 191:B-2 (10/6/09)  
GM, Saturn jobs, 190:A-2 (10/5/09)  
Local 600, LMRA, ERISA, rehire promise "status benefit" (E.D. Mich.), 200:A-9 (10/20/09)

## AUTOMOTIVE INDUSTRY

Cal., Vermont Hand Car Wash, wage and hour, criminal arraignment, ULPS, NLRB enforcement (Cal. Super. Ct.), 196:A-10 (10/14/09)  
Chrysler, VEBA, ERISA prohibited transactions exemption (PTE), 190:A-3 (10/5/09)  
Delphi exits bankruptcy, 193:A-12 (10/8/09); correction, 195:A-14 (10/13/09)

## Ford

—LMRA, ERISA, rehire promise "status benefit" (E.D. Mich.), 200:A-9 (10/20/09)  
—UAW concessionary pact, vote pending, 196:A-15 (10/14/09); pattern bargaining, member goals, overview, 197:A-17 (10/15/09)  
Freightliner, neutrality/card check agreements, LMRA §302, access during organizing (U.S., rev den), 191:B-2 (10/6/09)  
GM, salaried employees, consumer-driven health plans, 204:A-7 (10/26/09)  
Harley-Davidson, ERISA, stock drop, fluctuations not proof of fiduciary imprudence (E.D. Wis.), 196:A-4 (10/14/09)  
Honda, Merrill Lynch, ERISA, 401(k), excessive fees (S.D. Ohio), 198:A-8 (10/16/09)  
Volkswagen, hiring, Tenn. plant, 206:A-12 (10/28/09)

## AWARDS

Mining, Sentinels of Safety, MSHA awards 20, 207:A-11 (10/29/09)

## B

### BACKGROUND CHECKS

Guidelines from security management professionals, 190:A-18 (10/5/09)  
Hiring criteria, use of credit, criminal histories, EEOC class suit (D. Md.), 189:A-8 (10/2/09)

### BAKERY WORKERS (BCTGM)

Locals 3-G, 50-G, 252-G, and 374-G, Kellogg, ratified, 195:A-6 (10/13/09)

### BANKRUPTCY

Delphi exits, 193:A-12 (10/8/09); correction, 195:A-14 (10/13/09)  
FairPoint Commc'ns, Chapt.11, concessions talks, 206:A-7 (10/28/09)  
Fla., withdrawal of job offer, hiring, firing, bankruptcy code (M.D. Fla.), 204:A-8 (10/26/09)  
GM, Saturn jobs, 190:A-2 (10/5/09)  
MV7, ERISA prohibited transactions, restitution (E.D. Va.), 189:A-7 (10/2/09)  
Sun-Times Media Grp., Chicago Sun-Times sold (Bankr. D. Del.), 194:A-1 (10/9/09)

### BARGAINING SUBJECTS *See* SUBJECTS FOR BARGAINING

### BLET *See* LOCOMOTIVE ENGINEERS AND TRAINMEN (BLET)

### BONUSES

N.Y. forfeiture penalty, faithless servant doctrine (Mass.), 197:A-9 (10/15/09)  
Stone and Webster Constr., overtime computations, back pay, DOL, 195:A-11 (10/13/09)  
TARP aid  
—Broader federal probe proposed, 204:C-1 (10/26/09)  
—Executive compensation, federal regulation, 193:A-4 (10/8/09)  
—Wall St., Main St. expectations, panel discussion, 202:A-4 (10/22/09)

### BREAKS, MEAL AND REST

Cal. car washes, criminal arraignment (Cal. Super. Ct.), 196:A-10 (10/14/09)  
Del Monte Fresh Produce, compensation of minimum wage workers (Ore. Cir. Ct.), 195:A-8 (10/13/09)  
Ill. law, NLRA preemption (U.S., rev den), 191:B-5 (10/6/09)

### BUILDING SERVICES

Meridian Mgt., successor employer, subcontractor pact, arbitration (2d Cir.), 195:A-1 (10/13/09); text, 195:E-1 (10/13/09)

## C

### CAA *See* CLEAN AIR ACT (CAA)

### CALIFORNIA

Cal/OSHA  
—Asbestos removal safety training, false certifications, fraud indictment (N.D. Cal.), 208:A-4 (10/30/09)  
—Diacetyl regulation, 189:A-14 (10/2/09)  
—H1N1 virus, N95 respirators, issuance, distribution, guidelines, 204:A-6 (10/26/09)  
—Heat illness prevention standard, compliance, 197:A-5 (10/15/09)  
FEHA  
—Pregnancy bias, essential job function, duty to shift jobs (Cal. Ct. App.), 207:A-1 (10/29/09)  
—Summary judgment abuse, de novo review (Cal. Ct. App.), 197:A-7 (10/15/09)  
Furloughs, reports claim illusory benefits, higher costs, 200:A-2 (10/20/09)  
Health care, San Francisco play or pay law, ERISA preemption (U.S., brief invited), 191:B-1 (10/6/09)  
Home health care (IHSS), Fresno County, consumer challenge to state wage, benefits cuts (N.D. Cal.), 204:A-4 (10/26/09)  
Immigration, E-Verify bill, veto, 198:A-7 (10/16/09)  
Los Angeles County employees, tentative pacts, 193:A-11 (10/8/09)  
Pay equity bill, veto, 198:A-7 (10/16/09)  
Sexual harassment, retaliation, reduction of punitive damages (U.S., rev den), 191:B-7 (10/6/09)  
South Gate, police, association bias, harassment (Cal. Super. Ct.), 194:A-8 (10/9/09)  
Wage and hour  
—Domestic worker, spoliation of evidence, settlement (N.D. Cal.), 199:A-7 (10/19/09)  
—Los Angeles County car washes, criminal arraignment (Cal. Super. Ct.), 196:A-10 (10/14/09)  
—SelectBuild, overtime, off-the-clock work (C.D. Cal.), 199:A-13 (10/19/09)  
Whistleblowing, federal preemption, FELA, RLA, FRSA (E.D. Cal.), 206:A-6 (10/28/09)

### CALIFORNIA NURSES (CNA)

CNA/NNOC. *See* NATIONAL NURSES ORGANIZING COMMITTEE (CNA/NNOC)  
H1N1 vaccination, voluntary shots urged, but mandatory policy opposed, 195:C-1 (10/13/09)

### CANADA

Collective bargaining, average base-rate annual wage increases, HRSD Canada reports, Aug., 2009, 198:A-13 (10/16/09)  
Manufacturing business model, worker-owned cooperatives, USW-Mondragon Internacional accord, 206:A-1 (10/28/09)  
Statistics Canada reports  
—Employment and unemployment rates, Sept., 2009, 195:A-3 (10/13/09)  
—Wages, average weekly pay, July, 2009, 188:A-6 (10/1/09); Aug., 2009, 208:A-4 (10/30/09)

### CASH BALANCE PLANS

BP, ERISA, interest rates, statutory interpretation, administrative exhaustion (E.D. Ky.), 203:A-7 (10/23/09)  
CIGNA, ERISA, conversion, notice, "wear away," remedies (2d Cir.), 194:A-5 (10/9/09)  
Citigroup, ERISA, fractional test, minimum accruals, computation, backloading (2d Cir.), 200:A-1 (10/20/09)  
Pension funding and benefits, IRS final rules, comments, 198:A-5 (10/16/09)  
Year-end guidance, interest crediting rates, 191:A-5 (10/6/09)

### CBO *See* CONGRESSIONAL BUDGET OFFICE (CBO)

## CENTERS FOR DISEASE CONTROL AND PREVENTION (CDC)

### H1N1 virus

- Guidance, health care workers, N95 respirators, 198:A-16 (10/16/09)
- Vaccine, health care workers, House hearing, 188:A-5 (10/1/09)

## CHAMBER OF COMMERCE, U.S.

- Ergonomics, OSHA rulemaking, Chamber strategy to discredit science, 199:A-8 (10/19/09)
- Federal contractors, posting notices, NLRA employee rights, analysis of comments on proposed DOL rule, 191:C-1 (10/6/09)
- Free enterprise, free trade, job creation campaign, 197:A-13 (10/15/09)

## CHEMICALS INDUSTRY

- DuPont, ERISA, surviving spouse pension rights, prenuptial agreement, waiver (D.N.J.), 197:A-8 (10/15/09)

## CHILD CARE

- Md. home-based contractors pact, SEIU, governor signs, 198:A-15 (10/16/09)

## CHILD LABOR

- Western Wats Ctr., teens in seven states, DOL penalties, 192:A-13 (10/7/09)

## CHINA

- Pre-employment testing, hepatitis B screening, 200:A-6 (10/20/09)

## CITIZENSHIP AND IMMIGRATION SERVICES (USCIS)

- Northern Mariana Islands, transitional worker visa, interim rule, 205:A-1 (10/27/09)
- Religious perspectives on immigration, no role in public debate, panel discussion, 197:A-12 (10/15/09)
- Visa program enforcement. *See* VISAS

## CIVIL RIGHTS ACT OF 1866

- Ed. Note: This law was reenacted, with an additional enforcement provision, as the Civil Rights Act of 1870. See CIVIL RIGHTS ACT OF 1870*

## CIVIL RIGHTS ACT OF 1870

- Ed. Note: This law is a reenactment, with an additional enforcement provision, of the Civil Rights Act of 1866.*

- §1981 claim, res judicata, Title VII dismissal precludes (3d Cir.), 194:AA-1 (10/9/09); text, 194:E-1 (10/9/09)

## CLAIM PRECLUSION *See* RES JUDICATA

## CLASS ACTIONS

- Antitrust, wage suppression, certification denied (N.D. Ill.), 189:A-1 (10/2/09)
- Hiring criteria, use of credit, criminal histories, EEOC suit (D. Md.), 189:A-8 (10/2/09)
- Ill. wage and hour violations, settlement (N.D. Ill.), 197:A-16 (10/15/09)
- Overtime
  - FLSA executive exemption (U.S., rev den), 191:B-4 (10/6/09)
  - Misclassified IT workers, FLSA, certification (N.D. Cal.), 207:A-9 (10/29/09)
  - Off-the-clock work, FLSA, walking to and from work stations (N.D. Ind.), 202:A-7 (10/22/09)
- Settlement invalid without notice to lawyer, putative class members (Wash. Ct. App.), 188:A-8 (10/1/09)
- U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## CLEAN AIR ACT (CAA)

- Asbestos handling, notice violations, demolition

- contractor pleads guilty (E.D. Pa.), 189:A-4 (10/2/09)

## CLEAN WATER ACT (CWA)

- Interior Department FY2010 appropriations. *See* LEGISLATION, FEDERAL, HR 2996

## CLOTHES CHANGING

- Del Monte Fresh Produce, compensation of minimum wage workers (Ore. Cir. Ct.), 195:A-8 (10/13/09)

## CNA *See* CALIFORNIA NURSES (CNA)

## CNA/NNOC *See* NATIONAL NURSES

- ORGANIZING COMMITTEE (CNA/NNOC)

## COLAs *See* COST-OF-LIVING ADJUSTMENTS (COLAs)

## COLLATERAL ESTOPPEL

- Independent contractor status, Pa. UI ruling precludes wage claims (E.D. Pa.), 195:AA-1 (10/13/09)

## COLLECTIVE BARGAINING

- Employee Free Choice Act (EFCA). *See* LEGISLATION, FEDERAL, HR 1409, S 560
- LMRA, ERISA, rehire promise "status benefit" (E.D. Mich.), 200:A-9 (10/20/09)

## COLLECTIVE BARGAINING AGREEMENTS

- U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## COLLEGES *See* EDUCATIONAL INSTITUTIONS

## COLORADO

- Crowley County, Dominion Correctional Servs., Corrections Corp. of Am., sexual harassment, rape, EEOC settlement (D. Colo.), 199:A-3 (10/19/09)
- Minimum wage drop proposal, 190:A-7 (10/5/09)
- UI modernization incentive funds, DOL grant, 198:A-17 (10/16/09)

## COMMUNICATION WORKERS (CWA)

- AT&T core wireline legacy unit, pact ratified, 190:A-16 (10/5/09)
- Local 1400, FairPoint Commc'ns bankruptcy, concessions talks, 206:A-7 (10/28/09)

## COMMUNICATIONS WORKERS (CWA)

- AT&T Southwest, tentative pact, 196:A-12 (10/14/09)

## COMPENSATION *See* WAGES AND SALARIES

- Minimum wage. *See* MINIMUM WAGE
- Overtime. *See* OVERTIME
- Unemployment. *See* UNEMPLOYMENT INSURANCE

## COMPRESSED WORKWEEKS

- Utah, 4-day week, energy cost savings, 208:A-7 (10/30/09)

## COMPUTERS

- Dell, N.C. desktop plant closure, 193:A-9 (10/8/09)

## CONFERENCES AND MEETINGS

- Alliance for Am. Manufacturing, 208:C-1 (10/30/09)
- American Bar Ass'n (ABA), 195:A-5 (10/13/09); 196:A-7 (10/14/09); 197:A-6 (10/15/09); 201:A-5 (10/21/09); 201:A-6 (10/21/09); 202:A-1 (10/22/09); 202:A-3 (10/22/09); 203:A-9 (10/23/09)
- American Law Inst. (ALI), 195:A-5 (10/13/09); 196:A-7 (10/14/09); 197:A-6 (10/15/09)
- Calendar, 206:Z-1 (10/28/09)
- Coalition of Labor Union Women (CLUW), 204:A-14 (10/26/09)
- Demos, 198:A-12 (10/16/09)
- Immigration Policy Ctr., 202:A-8 (10/22/09)

- Inst. for America's Future, 208:C-1 (10/30/09)
- Inst. for the Study of Labor, 204:A-10 (10/26/09)

- Natl. Ass'n of Corporate Directors, 202:A-4 (10/22/09)

- Natl. Employment Lawyers Ass'n (NELA), 205:A-4 (10/27/09)

- Practising Law Inst., 189:A-6 (10/2/09); 196:B-1 (10/14/09); 197:C-1 (10/15/09); 197:C-2 (10/15/09)

- Retirement USA, 202:A-11 (10/22/09)

- Woodrow Wilson Intl. Ctr. for Scholars, 204:A-11 (10/26/09)

- Workplace Flexibility 2010, 204:A-13 (10/26/09)

## CONFLICTS OF INTEREST

- 401(k) Fair Disclosure and Pension Security Act. *See* LEGISLATION, FEDERAL, HR 2989

## CONGRESSIONAL BUDGET OFFICE (CBO)

- Environment, greenhouse gas emissions bill effects, report, 198:A-14 (10/16/09)
- Health care reform, Senate Finance amended plan costs, coverage, report, 193:A-14 (10/8/09)
- Income distribution, women's real median annual earnings, 1979-2007, report, 191:A-8 (10/6/09)

## CONGRESSIONAL RESEARCH SERVICE (CRS)

- H1N1 influenza pandemic, ADA application, CRS report, 205:A-7 (10/27/09); correction, 206:A-15 (10/28/09)
- Health Care Reform and Small Business, report, 191:A-10 (10/6/09)

## CONNECTICUT

- New Haven, race bias, firefighter promotions tests, written versus oral, disparate impact (D. Conn.), 200:A-8 (10/20/09)
- Title VII, choice of remedies grievance arbitration, administrative, or judicial (U.S., rev den), 191:B-8 (10/6/09)

## CONSTITUTIONAL RIGHTS

- Contract clause, AFGE, RIFs, contracting out (D.D.C.), 208:A-7 (10/30/09)
- Due process. *See* DUE PROCESS
- First Amendment. *See* FIRST AMENDMENT
- State constitutions. *See specific states*

## CONSTRUCTION INDUSTRY

- A-1 Excavating, trenching hazards, OSHA penalties, 195:A-4 (10/13/09)
- Building Materials Holding, SelectBuild, overtime, FLSA, state law claims (C.D. Cal.), 199:A-13 (10/19/09)
- Driftwood Elec. Contractors, overtime, independent contractor misclassifications, FLSA economic reality test (5th Cir.), 196:A-9 (10/14/09)
- Federal contractors
  - ARRA reporting requirements, FAR compliance, enforcement changes, 201:A-5 (10/21/09)
  - PLAs, regulations, building trades seek broader scope, contractors say counterproductive, 196:C-1 (10/14/09)
- Lunde Elec., ERISA, 401(k) embezzlement, felony convictions (W.D. Wash.), 203:A-6 (10/23/09)
- Nev. fatalities, OSH program review, OSHA report, 205:A-9 (10/27/09); discussed, 208:A-2 (10/30/09)
- Recovery Through Retrofit, home energy efficiency, Biden proposal, 200:A-5 (10/20/09)
- Rocksolid Granit USA, ADA, failed service of process, fault (11th Cir.), 191:A-2 (10/6/09)
- Roughneck Concrete Drilling & Sawing, arbitration, judicial appeal of authority (N.D. Ill.), 192:A-8 (10/7/09)
- Steel erection, OSHA rule, fall protection policy revisions, 194:A-6 (10/9/09)
- Stone and Webster Constr., overtime computations, bonuses, back pay, DOL, 195:A-11 (10/13/09)

**CONSTRUCTION INDUSTRY** —Contd.  
United Renovations, FLSA, back pay, DOL,  
205:A-11 (10/27/09)

**CONSTRUCTIVE DISCHARGE**

Race bias, promotions, county failure to post vacancy  
(S.D. Ill.), 199:A-1 (10/19/09)

**CONSUMER CONFIDENCE**

Conf. Bd. index, Oct., 2009, 206:A-11 (10/28/09)

**CONSUMER PRICE INDEX (CPI)**

Monthly reports, BLS data, Sept., 2009, 198:D-4  
(10/16/09)

**CONSUMER SPENDING**

Goods and services, 2008, BLS survey, 192:A-6  
(10/7/09)

**CONTINGENT WORKERS**

Temporary employees, agencies. *See* TEMPORARY  
AGENCIES

Wash., contract worker, mandatory arbitration (Wash.  
Ct. App.), 199:A-5 (10/19/09)

**CONTRACTING OUT** *See* FEDERAL

CONTRACTS AND CONTRACTORS; *specific  
states*

**CORRECTIONAL FACILITIES**

Colo., Crowley County CF, Dominion Correctional  
Servs., Corrections Corp. of Am., sexual  
harassment, rape, EEOC settlement (D. Colo.),  
199:A-3 (10/19/09)

**COST-OF-LIVING ADJUSTMENTS (COLAs)**

Pensions, 2010 plan benefits limited to 2009 levels,  
199:A-4 (10/19/09)  
Social security benefits, 2010, no COLA, 198:A-13  
(10/16/09)

**CPI** *See* CONSUMER PRICE INDEX (CPI)

**CRS** *See* CONGRESSIONAL RESEARCH  
SERVICE (CRS)

**CWA (CLEAN WATER ACT)** *See* CLEAN  
WATER ACT (CWA)

**CWA (COMMUNICATIONS WORKERS)** *See*  
COMMUNICATIONS WORKERS (CWA)

**D**

**DAMAGES**

Liquidated. *See* LIQUIDATED DAMAGES  
Punitive. *See* PUNITIVE DAMAGES

**DAVIS-BACON ACT**

American Clean Energy Security Act. *See*  
LEGISLATION, FEDERAL, HR 2454, S 1733  
Interior Department FY2010 appropriations. *See*  
LEGISLATION, FEDERAL, HR 2996

**DEFENSE CONTRACTORS**

Gen Dynamics Land Sys., race bias, contract worker,  
mandatory arbitration (Wash. Ct. App.), 199:A-5  
(10/19/09)

Mandatory arbitration. *See* LEGISLATION,  
FEDERAL, HR 3326

Raytheon, ADA, attendance essential job function,  
failure to return to work (N.D. Texas), 194:A-7  
(10/9/09)

**DEFENSE DEPARTMENT (DOD)**

Contractors. *See* DEFENSE CONTRACTORS

Disabled workers, job opportunities, federal action,  
191:A-7 (10/6/09)

FY2010 authorization, military activities. *See*  
LEGISLATION, FEDERAL, HR 3326

FY2010 DOD authorization. *See* LEGISLATION,  
FEDERAL, HR 2647, S 1390

**DEFERRED COMPENSATION**

ERISA. *See* ERISA

**DEFINED BENEFIT PLANS**

Auto-enrollment, strong vesting features, IRS  
regulations, 196:A-7 (10/14/09)

Cash balance plans. *See* CASH BALANCE PLANS  
Employer contributions, value as percentage of pay,  
2002-2008, 203:A-6 (10/23/09)

Institutional investment, strategy trends, 2009 report,  
Conf. Bd., 196:A-5 (10/14/09)

Pension funding and benefits, IRS final rules,  
comments, 198:A-5 (10/16/09)

**DEFINED CONTRIBUTION PLANS**

Employer contributions, value as percentage of pay,  
2002-2008, 203:A-6 (10/23/09)

**DELIVERY SERVICES**

Federal Express (FedEx), independent contractor  
misclassifications, N.Y., N.J., Mont. lawsuits,  
201:A-8 (10/21/09)

**DHS** *See* HOMELAND SECURITY  
DEPARTMENT (DHS)

**DISABILITY BENEFITS**

Calculations, pension funding and benefits, IRS final  
rules, comments, 198:A-5 (10/16/09)

Workers' compensation. *See* WORKERS'  
COMPENSATION

**DISABILITY EMPLOYMENT POLICY  
OFFICE (ODEP)**

Job opportunities, federal action, 191:A-7 (10/6/09)  
Technical assistance center, Cornell Univ., 188:A-14  
(10/1/09)

**DISABLED EMPLOYEES**

ADA. *See* AMERICANS WITH DISABILITIES  
ACT (ADA)

Job opportunities, federal action, 191:A-7 (10/6/09)  
Rehabilitation Act. *See* REHABILITATION ACT

State law bias claims. *See specific states*  
Workers' compensation. *See* WORKERS'  
COMPENSATION

**DISCLOSURE**

401(k) Fair Disclosure and Pension Security Act. *See*  
LEGISLATION, FEDERAL, HR 2989

**DISCOVERY**

Attorney-client privilege

—Sexual harassment, EEOC questionnaire, cover  
letter (E.D. Cal.), 203:A-3 (10/23/09)

—Waiver, appealability of order (U.S., oral arg),  
191:AA-1 (10/6/09)

EEO, abuse of discretion, summary judgment (3d  
Cir.), 207:A-3 (10/29/09)

**DISPARATE IMPACT AND TREATMENT**

Race bias

—Associational, interracial dating (N.D.N.Y.),  
204:A-3 (10/26/09)

—Promotions testing, weighting of written versus oral  
portions (D. Conn.), 200:A-8 (10/20/09)

—Test-based hiring claims, timeliness (U.S., rev  
grant), 188:AA-1 (10/1/09)

U.S. Supreme Court docket, 2009-2010 term,  
189:AA-1 (10/2/09)

**DISPLACED WORKERS**

TAA. *See* TRADE ADJUSTMENT ASSISTANCE  
(TAA)

**DISTRICT OF COLUMBIA**

Education Servs., AFGE, RIFs, contracting out, due

process, contract clause (D.D.C.), 208:A-7  
(10/30/09)

Race bias, locus of decision, AFSCME organizer  
working elsewhere may sue under local law (D.C.),  
189:A-5 (10/2/09)

**DIVERSITY**

DHS staff, EEO barriers, House committee critique,  
198:A-2 (10/16/09)

Law firms, law schools, EEO report, 205:A-6  
(10/27/09)

**DOJ** *See* JUSTICE DEPARTMENT (DOJ)

**DOL** *See* LABOR DEPARTMENT (DOL)

**DOMESTIC PARTNERS**

Ariz., budget, state workers coverage, 197:A-12  
(10/15/09)

Federal benefits, Domestic Partner Benefits and  
Obligations Act. *See* LEGISLATION, FEDERAL,  
HR 2517, S 1102

**DOMESTIC WORKERS**

Nanny, housekeeper 71-year old immigrant, spoliation  
of evidence, wage and hour settlement (N.D. Cal.),  
199:A-7 (10/19/09)

**DONNING AND DOFFING** *See* CLOTHES  
CHANGING

**DOT** *See* TRANSPORTATION DEPARTMENT  
(DOT)

**DUE PROCESS**

AFGE, RIFs, contracting out (D.D.C.), 208:A-7  
(10/30/09)

RLA, arbitration, valid grounds for dismissal of  
grievances (U.S., oral arg), 193:AA-1 (10/8/09)

**DUES, UNION**

Agency fees. *See* AGENCY FEES

**E**

**E-MAIL**

Ex parte communications, NLRB "skip counsel" rule  
prohibitions, policy memo, 194:A-1 (10/9/09)

**EARLY RETIREMENT**

ADEA, waiver, no Ledbetter Act invalidation (11th  
Cir.), 188:A-3 (10/1/09)

**EBSA** *See* EMPLOYEE BENEFITS SECURITY  
ADMINISTRATION (EBSA)

**ECONOMIC ACTIVITY**

CPI-U and CPI-W. *See* CONSUMER PRICE INDEX  
(CPI)

Federal Reserve Board reports

—Beige Book surveys. *See* ECONOMIC OUTLOOK

—Industrial production and capacity. *See*

**PRODUCTIVITY**

Institute for Supply Management (ISM) reports

—Manufacturing index, composite (PMI), Sept.,  
2009, 189:A-11 (10/2/09)

—Nonmanufacturing index, services sector, Sept.,  
2009, 191:A-8 (10/6/09)

PPI. *See* PRODUCER PRICE INDEX (PPI)

Tax rebates, 2008, uses surveyed, BLS report,  
199:A-9 (10/19/09)

**ECONOMIC ANALYSIS BUREAU (BEA)**

GDP reports. *See* GROSS DOMESTIC PRODUCT  
(GDP)

Personal income reports. *See* WAGES AND

SALARIES

## ECONOMIC INDICATORS

Leading index, Conf. Bd., Sept., 2009, 203:A-9 (10/23/09)

## ECONOMIC OUTLOOK

Blue Chip Economic Indicators survey, 195:A-12 (10/13/09)

Council of Economic Advisors forecast, 203:A-7 (10/23/09)

Federal Reserve Board reports

—Beige Book surveys, year-to-date, 202:D-11 (10/22/09)

—Industrial production and capacity. *See* PRODUCTIVITY

Jobless recovery, ARRA effects, recovery threats, economists, lawmakers clash in hearing, 208:AA-1 (10/30/09)

Manufacturing, infrastructure, national investment policy key to growth, conference report, 208:C-1 (10/30/09)

National Association for Business Economics (NABE), Industry Survey, Sept., 2009, 196:A-8 (10/14/09); 3d quarter, 2009, 205:A-2 (10/27/09)

Payroll job growth predictions, 188:D-1 (10/1/09)

Rebound from jobs crisis uncertain, challenging to federal economists, 204:A-10 (10/26/09)

Spending. *See* CONSUMER SPENDING

Young workers, labor agenda, new economy, AFL-CIO outreach, 198:A-12 (10/16/09)

## EDUCATIONAL INSTITUTIONS

ARRA stimulus data, state fiscal relief, education jobs, 200:A-7 (10/20/09)

China, admissions, hepatitis B screening, 200:A-6 (10/20/09)

City Univ. of N.Y. (CUNY), agency fees, 1st Amend., chargeability of union expenses (2d Cir.), 198:AA-1 (10/16/09); text, 198:E-5 (10/16/09)

Cornell University

—ADEA, tenured position, contract nonrenewal adverse job action (2d Cir.), 205:A-3 (10/27/09)

—Technical assistance center, ODEP funding, 188:A-14 (10/1/09)

Law schools, diversity, EEO report, 205:A-6 (10/27/09)

La., multiple school districts, recruiter H-1B violations against Filipino teachers, AFT charges, 189:A-8 (10/2/09); DOL complaint, 207:A-6 (10/29/09)

Riverside County Office of Educ., ADA, Rehabilitation Act, retaliation, 3d party complaint, standing to sue (9th Cir.), 205:AA-1 (10/27/09)

Somerset Sch. Distr., ADA accommodation hardship (7th Cir.), 192:A-1 (10/7/09)

Univ. of Texas Health Sci. Ctr. at Houston Dental Branch, ADEA, sovereign immunity, waiver, timing (U.S., rev den), 201:A-4 (10/21/09)

## EEOC *See* EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

## ELECTIONS

Union officers and governance. *See* UNION

### INTERNAL ELECTIONS

Union representation. *See* REPRESENTATION ELECTIONS

## ELECTRICAL WORKERS (IBEW)

AT&T national pact, 188:A-1 (10/1/09)

Kennecott Utah Copper pact, 190:A-12 (10/5/09)

Local 2327, FairPoint Commc'ns bankruptcy, concessions talks, 206:A-7 (10/28/09)

## EMERGENCY SERVICES

H1N1 virus (Swine Flu). *See* H1N1 VIRUS

## EMPLOYEE BENEFITS *See also specific benefits*

ERISA. *See* ERISA

Mental health parity, plan amendments, year-end guidance, 190:A-5 (10/5/09)

Rehire promise "status benefit" (E.D. Mich.), 200:A-9 (10/20/09)

Total compensation costs, metropolitan areas, annual report, BLS, 190:A-14 (10/5/09)

Voluntary benefits, top trends, survey report, 197:A-6 (10/15/09)

## EMPLOYEE BENEFITS SECURITY

### ADMINISTRATION (EBSA)

Form 5500, Schedule C guidance, EBSA Q&A, 205:A-5 (10/27/09)

Health care reform, ERISA remedies, regulatory role, 201:A-6 (10/21/09)

## EMPLOYEE STOCK OWNERSHIP PLANS (ESOPs)

Fiduciary indemnification rights, legal fees, arbitration (E.D. Cal.), 198:A-6 (10/16/09)

## EMPLOYMENT AGENCIES

Olsten Staffing Servs., ADA, contractual arrangement with biased effect (W.D. Wis.), 190:A-8 (10/5/09)

Temporary work. *See* TEMPORARY AGENCIES

## EMPLOYMENT AGREEMENTS

Arbitration. *See* MANDATORY ARBITRATION

## EMPLOYMENT AND TRAINING

### ADMINISTRATION (ETA)

Adult and dislocated workers, audit data, OIG report, 193:A-12 (10/8/09)

Visa rulemaking. *See* VISAS

Youth summer jobs programs, hearing, 189:A-14 (10/2/09)

## EMPLOYMENT AT WILL

Tenn., at-will firing, advice to facilitate adoption violated hospital policy, HIPAA (Tenn. Ct. App.), 197:A-14 (10/15/09)

## EMPLOYMENT ELIGIBILITY VERIFICATION

Cal. E-Verify bill, veto, 198:A-7 (10/16/09)

E-Verify extension. *See* LEGISLATION, FEDERAL, HR 2892

—DOL stopgap funding. *See* LEGISLATION, FEDERAL, HR 2996

Immigration reform, E-Verify, audits, incremental legalization, more visas, 193:A-5 (10/8/09)

IMPROVES (Improving Methods to Promote Regular Occurrences of the Verification of Employability Status) E-Verify Act. *See* LEGISLATION, FEDERAL, HR 3676

No-match rescission, DHS final rule, 192:AA-1 (10/7/09)

Regulatory compliance, monitoring E-Verify, no-match changes, 203:A-9 (10/23/09)

## ENERGY PROVIDERS *See* UTILITIES

## ENGINEERING EMPLOYEES IN AEROSPACE (SPEEA)

Local 2001, Spirit AeroSystems pact ratified, 195:A-9 (10/13/09)

## ENVIRONMENT

American Clean Energy Security Act. *See* LEGISLATION, FEDERAL, HR 2454, S 1733

CAA. *See* CLEAN AIR ACT (CAA)

Climate change

—Aggressive strategy, jobs, revenue benefits, impact report, 203:A-11 (10/23/09)

—Economic policy report, 189:A-9 (10/2/09)

Infrastructure investment. *See* LEGISLATION, FEDERAL, HR 2521

Recovery Through Retrofit, home energy efficiency, Biden proposal, 200:A-5 (10/20/09)

## EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

ADA

—ADAAA

—Implementation, proposed rule, Q&A, 202:A-1 (10/22/09)

—Posting notices, 207:A-15 (10/29/09)

—Medical inquiries, health risk assessment (HRA) reimbursement requirement, EEOC Op. Letter, 190:A-8 (10/5/09)

Appointments and personnel changes, general council, Lopez nomination, 204:A-15 (10/26/09); sent to Senate, 205:A-11 (10/27/09)

Disabled workers, job opportunities, federal action, 191:A-7 (10/6/09)

GINA, posting notices, 207:A-15 (10/29/09)

Rehabilitation Act, mediation, settlement, waiver, coercion (EEOC), 204:A-5 (10/26/09)

## EQUAL PAY ACT (EPA)

Equivalent jobs, viability (W.D. Pa.), 188:A-9 (10/1/09)

## ERGONOMICS

Nurse and Health Care Worker Protection Act. *See* LEGISLATION, FEDERAL, HR 2381

Nurse Protection Act. *See* LEGISLATION, FEDERAL, S 1788

OSHA rulemaking, Chamber strategy to discredit science, 199:A-8 (10/19/09)

## ERISA

Anti-cutback, switch to conservative investment policy (E.D. Wis.), 193:A-2 (10/8/09)

Cash balance plans. *See* CASH BALANCE PLANS

Coverage denials, disclosure of internal guidelines (U.S., rev den), 191:B-9 (10/6/09)

Disability benefits, "any occupation," contractual time-bar (10th Cir.), 192:A-4 (10/7/09)

Discretionary clauses, Mont. prohibition (9th Cir.), 206:AA-1 (10/28/09); text, 206:E-1 (10/28/09)

Embezzlement from nonunion 401(k) plan, felony convictions (W.D. Wash.), 203:A-6 (10/23/09)

Fiduciary duties. *See* FIDUCIARY DUTY

Fraud, sham divorces, QDROs, recoupment (S.D. Texas), 201:AA-1 (10/21/09); text, 201:E-2 (10/21/09)

Health care reform

—Am. Benefits Council priorities, 196:A-3 (10/14/09)

—Remedies, regulatory role, EBSA stance, 201:A-6 (10/21/09)

Interference, §510, Art Inst. of Chicago, fired security guards (N.D. Ill.), 205:A-2 (10/27/09)

Multiemployer plans. *See* MULTIEmployer PLANS

Preemption. *See* PREEMPTION

Prohibited transactions

—Exemption (PTE), Chrysler VEBA, 190:A-3 (10/5/09)

—MV7, restitution (E.D. Va.), 189:A-7 (10/2/09)

Res judicata, prior class settlement, overtime (N.D. Okla.), 188:A-2 (10/1/09)

Retiree health benefits. *See* RETIREE HEALTH BENEFITS

Rouge Steel, rehire promise "status benefit," §510 interference (E.D. Mich.), 200:A-9 (10/20/09)

Surviving spouse pension rights, prenuptial agreement, waiver (D.N.J.), 197:A-8 (10/15/09)

U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## ESOPs *See* EMPLOYEE STOCK OWNERSHIP PLANS (ESOPs)

## ESTOPPEL

Collateral. *See* COLLATERAL ESTOPPEL

Judicial. *See* INCONSISTENT STATEMENTS

**ETA** *See* EMPLOYMENT AND TRAINING ADMINISTRATION (ETA)

## ETHICS

Settlements, criminal fraud, attorney restitution (C.D. Cal.), 190:A-11 (10/5/09)

## EVIDENCE

ADEA, praise, comments, notes, pretext (4th Cir.), 205:A-8 (10/27/09)  
Defense document forged, answer struck (N.D. Ga.), 202:A-6 (10/22/09)  
Indirect, ADEA, use of *McDonnell Douglas* burden-shifting framework (1st Cir.), 200:AA-1 (10/20/09); text, 200:E-1 (10/20/09)  
Protecting Older Workers Against Discrimination Act. *See* LEGISLATION, FEDERAL, HR 3721, S 1756  
Retaliation, negative references, law firm "blackballing" (S.D.N.Y.), 207:AA-1 (10/29/09); correction, 208:A-13 (10/30/09)  
Sexual harassment, plaintiff dress, speech, conduct relevant (Mass.), 206:A-3 (10/28/09)  
Spoliation, domestic worker wage and hour settlement (N.D. Cal.), 199:A-7 (10/19/09)

## EXECUTIVE COMPENSATION

ESOP fiduciary indemnification rights, legal fees, arbitration (E.D. Cal.), 198:A-6 (10/16/09)  
Stock incentive grant practices, 2009 Top 250 Report, 195:A-5 (10/13/09)  
Stock options, contractual rights, forfeiture, revenue goals (7th Cir.), 207:A-7 (10/29/09)  
TARP aid  
—Bonuses, federal regulation, 193:A-4 (10/8/09)  
—Top pay packages limited, broader bonus probe proposed, 204:C-1 (10/26/09)  
—Wall St., Main St. expectations, panel discussion, 202:A-4 (10/22/09)

## EXECUTIVE ORDERS

Federal employees, text messaging ban, 189:A-13 (10/2/09)

## F

### FAIR LABOR STANDARDS ACT (FLSA)

Collective actions. *See* CLASS ACTIONS  
EPA. *See* EQUAL PAY ACT (EPA)  
Hazardous occupations orders. *See* HAZARDOUS OCCUPATIONS  
Overtime. *See* OVERTIME  
Retaliation, written complaint requirement, rehearing denied (7th Cir.), 198:A-1 (10/16/09); text, 198:E-1 (10/16/09)

### FAMILY AND MEDICAL LEAVE ACT (FMLA)

Hours of service, shortfall (U.S., rev den), 191:B-6 (10/6/09)  
Military families, exigency, expansion. *See* LEGISLATION, FEDERAL, HR 2647, S 1390  
Retaliation  
—Adoption-related leave, interference (U.S., rev den), 191:B-10 (10/6/09)  
—No detrimental reliance (W.D. La.), 195:A-10 (10/13/09)  
—Performance warnings predated leave (7th Cir.), 204:A-11 (10/26/09)  
—Temporal link, failure to reapply for job, performance problems pretext (D.N.J.), 206:A-4 (10/28/09)  
RIF, failure to reinstate interference (M.D. Fla.), 197:A-11 (10/15/09)

## FATALITIES

Construction, Nev. OSH program review, OSHA report, 205:A-9 (10/27/09); discussed, 208:A-2 (10/30/09)  
Fines. *See* PENALTIES

## FEDERAL AVIATION ADMINISTRATION (FAA)

Airline Safety and Pilot Training Improvement Act. *See* LEGISLATION, FEDERAL, HR 3371

## FEDERAL CONTRACTS AND CONTRACTORS

Community Coffee, race bias in hiring, OFCCP settlement, 192:A-2 (10/7/09)  
Computer Sciences, USCIS contractor, SCA back pay, DOL recovery (N.D. Ill.), 194:A-14 (10/9/09)  
Construction, ARRA reporting requirements, FAR compliance, enforcement changes, 201:A-5 (10/21/09)  
Defense contractors. *See* DEFENSE CONTRACTORS  
Eagle Express, overtime, SCA coverage, FLSA suit (N.D. Ill.), 194:A-12 (10/9/09)  
Horizons Youth Servs., successor contractor, duty to recognize, bargain (NLRB), 199:A-10 (10/19/09)  
PLAs. *See* PROJECT LABOR AGREEMENTS (PLAs)  
Posting notices, NLRA employee rights, analysis of comments on proposed DOL rule, 191:C-1 (10/6/09)  
Text messaging ban, 189:A-13 (10/2/09)

## FEDERAL EMPLOYEE HEALTH BENEFITS PROGRAM (FEHBP)

FEHBA preemption, FEHBP jurisdiction, federal officer removal statute (U.S., rev grant), 196:AA-1 (10/14/09)  
Premium costs, 2010, 188:A-8 (10/1/09)

## FEDERAL EMPLOYEES

Annuitant rehiring. *See* LEGISLATION, FEDERAL, HR 2647, S 1390  
Domestic Partner Benefits and Obligations Act. *See* LEGISLATION, FEDERAL, HR 2517, S 1102  
FLRA. *See* FEDERAL LABOR RELATIONS AUTHORITY (FLRA)  
Health benefits. *See* FEDERAL EMPLOYEE HEALTH BENEFITS PROGRAM (FEHBP)  
Retirement benefits. *See* LEGISLATION, FEDERAL, HR 2647, S 1390  
Text messaging ban, 189:A-13 (10/2/09)

## FEDERAL EMPLOYERS' LIABILITY ACT (FELA)

Cal. whistleblowing, preemption (E.D. Cal.), 206:A-6 (10/28/09)

## FEDERAL LABOR RELATIONS AUTHORITY (FLRA)

Performance, morale improvements, 192:A-8 (10/7/09)

## FEDERAL MEDIATION AND CONCILIATION SERVICE (FMCS)

Appointments and personnel changes, Cohen nomination clears HELP hurdle, 188:A-14 (10/1/09)  
Employee Free Choice Act (EFCA). *See* LEGISLATION, FEDERAL, HR 1409, S 560  
Labor-management cooperation, best practices, FY2009 grants, 206:A-12 (10/28/09)

## FEDERAL RAILROAD SAFETY ACT (FRSA)

9/11 Act, Cal. whistleblowing, preemption (E.D. Cal.), 206:A-6 (10/28/09)

## FEDERAL RESERVE BOARD (FRB)

Beige Book surveys. *See* ECONOMIC OUTLOOK  
Industrial production and capacity report. *See* PRODUCTIVITY

## FEDERAL RULES OF CIVIL PROCEDURE (FRCP)

Rule 4(m), failed service of process, fault (11th Cir.), 191:A-2 (10/6/09)

Rule 23(b), hybrid class settlement, res judicata, overtime (N.D. Okla.), 188:A-2 (10/1/09)  
Rule 71, settlement without notice to putative class members prejudicial (Wash. Ct. App.), 188:A-8 (10/1/09)

## FEES

Agency. *See* AGENCY FEES  
Attorney. *See* ATTORNEYS' FEES  
401(k) Fair Disclosure and Pension Security Act. *See* LEGISLATION, FEDERAL, HR 2989  
Union dues. *See* DUES, UNION

## FEHBA (FEDERAL EMPLOYEE HEALTH BENEFITS ACT) *See* FEDERAL EMPLOYEE HEALTH BENEFITS PROGRAM (FEHBP)

## FELA *See* FEDERAL EMPLOYERS' LIABILITY ACT (FELA)

## FIDUCIARY DUTY

### ERISA

—Baxter Intl., subsidiary fraud, executive knowledge, 401(k) ten percent rule (N.D. Ill.), 192:A-2 (10/7/09)  
—Citigroup, stock drop dismissal criticized, 189:A-6 (10/2/09)  
—Credit Lyonnais, years of service, oral promise (2d Cir.), 192:A-3 (10/7/09)  
—ESOP fiduciary indemnification rights, legal fees, arbitration (E.D. Cal.), 198:A-6 (10/16/09)  
—First Horizon Natl., disclosure, subprime mortgage investment losses, 191:A-2 (10/6/09)  
—401(k) Fair Disclosure and Pension Security Act. *See* LEGISLATION, FEDERAL, HR 2989  
—Harley-Davidson, stock drop, fluctuations not proof of imprudence (E.D. Wis.), 196:A-4 (10/14/09)  
—Honda, Merrill Lynch, 401(k), excessive fees (S.D. Ohio), 198:A-8 (10/16/09)  
—Humana, stock drop, flawed earnings projections (W.D. Ky.), 191:A-4 (10/6/09)  
—Ivy Asset Mgt., multiemployer funds, Madoff investment losses (S.D.N.Y.), 190:A-4 (10/5/09)  
LMRDA, implied right of action by union against former officer (U.S., rev den), 196:AA-2 (10/14/09)

## FINANCIAL INSTITUTIONS

Am. Intl. Grp. (AIG), SOX, jurisdiction, final administrative decision (S.D.N.Y.), 201:A-3 (10/21/09)  
AmeriServ Fin. Bank, USW pact ratified, 205:A-10 (10/27/09)  
Citigroup  
—Cash balance, ERISA, fractional test, minimum accruals, computation, backloading (2d Cir.), 200:A-1 (10/20/09)  
—ERISA, stock drop dismissal criticized, 189:A-6 (10/2/09)  
Credit Lyonnais, ERISA, years of service, oral promise (2d Cir.), 192:A-3 (10/7/09)  
First Horizon Natl., ERISA, disclosure, subprime mortgage investment losses, 191:A-2 (10/6/09)  
Merrill Lynch, Honda, ERISA, 401(k), excessive fees (S.D. Ohio), 198:A-8 (10/16/09)  
Mortgages. *See* MORTGAGES  
TARP aid  
—Bonuses, federal regulation, 193:A-4 (10/8/09)  
—Executive compensation, federal regulation, 193:A-4 (10/8/09)  
—Top pay packages limited, broader bonus probe proposed, 204:C-1 (10/26/09)  
Vanguard Grp., §1981, res judicata, Title VII dismissal precludes (3d Cir.), 194:AA-1 (10/9/09); text, 194:E-1 (10/9/09)  
Wells Fargo, FLSA overtime, misclassified IT workers, class certification (N.D. Cal.), 207:A-9 (10/29/09)

## **FIREARMS**

Ariz., storage in locked vehicles on workplace lots, 193:A-8 (10/8/09)

## **FIREFIGHTERS**

### **Race bias**

—Conn., New Haven promotions tests, written versus oral, disparate impact (D. Conn.), 200:A-8 (10/20/09)

—Ill., Chicago, test-based hiring, timeliness of claims (U.S., rev grant), 188:AA-1 (10/1/09)

## **FIRST AMENDMENT**

Ministerial exception, ADEA, mandatory retirement (2d Cir.), 197:A-4 (10/15/09)

## **FLEXIBLE WORK SCHEDULES**

Diverse range of employees may benefit, 204:A-13 (10/26/09)

Health benefits, intervention trials, research studies, 196:A-11 (10/14/09)

Shriver Report, changing demographics, women in workplace, 199:A-11 (10/19/09)

Valuing Families Agenda, policies, legislation to rebuild economic security, 201:A-10 (10/21/09)

## **FLIGHT ATTENDANTS (AFA)**

Delta-Northwest merger, representation, NMB determinations, 192:A-6 (10/7/09)

Frontier Airlines, representation petition, 191:A-11 (10/6/09)

## **FLORIDA**

Bonita Springs, racial harassment, DOJ settlement (M.D. Fla.), 190:A-7 (10/5/09)

Corporate-owned life insurance (COLI), state law, retroactivity (11th Cir.), 200:A-3 (10/20/09)

Whistleblowing, airline security violation, protected (S.D. Fla.), 202:A-2 (10/22/09)

Withdrawal of job offer, hiring, firing, bankruptcy code (M.D. Fla.), 204:A-8 (10/26/09)

## **FLRA See FEDERAL LABOR RELATIONS AUTHORITY (FLRA)**

## **FMCS See FEDERAL MEDIATION AND CONCILIATION SERVICE (FMCS)**

## **FMCSA See MOTOR CARRIER SAFETY ADMINISTRATION (FMCSA)**

## **FOOD AND COMMERCIAL WORKERS (UFCW)**

Local 7, Safeway, King Soopers, “final” pact offer, 193:A-8 (10/8/09); talks stalled, strike mulled, 203:A-12 (10/23/09)

Local 348-S, successor employer, subcontractor pact, arbitration (2d Cir.), 195:A-1 (10/13/09); text, 195:E-1 (10/13/09)

NLRB quorum, NLRA §3(b) challenge, authority of 2-member Board to issue rulings, Circuits split (U.S., briefs filed), 197:A-15 (10/15/09)

## **FOOD PRODUCTS**

All-Feed Processing and Pkg., combustible dust, PPE violations, OSHA fines, 199:A-14 (10/19/09)

Del Monte Fresh Produce, clothes changing, breaks, compensation of minimum wage workers (Ore. Cir. Ct.), 195:A-8 (10/13/09)

Diacetyl, Cal/OSHA regulation, 189:A-14 (10/2/09)

Flowers Bakery of Cleveland, USERRA, liquidated damages, right to jury trial (E.D. Tenn.), 197:A-1 (10/15/09); text, 197:E-4 (10/15/09)

Kellogg, BCTGM, Mich., Neb., Tenn., and Pa. plants, ratified, 195:A-6 (10/13/09)

Poultry processing. *See* POULTRY PROCESSING

Schwan's Home Serv., ADA, regarded as disabled (7th Cir.), 203:A-1 (10/23/09)

## **FOOD SERVICES**

Community Coffee, race bias in hiring, OFCCP settlement, 192:A-2 (10/7/09)

Hillstone Rest. Grp., privacy, SCA, MySpace postings (D.N.J.), 189:A-10 (10/2/09)

Pearl Room, child labor, teen parking valet fatality, DOL fines, 199:A-14 (10/19/09)

Toojay's Mgt., withdrawal of job offer, hiring, firing, bankruptcy code (M.D. Fla.), 204:A-8 (10/26/09)

## **FORMS**

LMRDA, LM-2/LM-3, union financial disclosure, rule rescinded, 195:A-13 (10/13/09)

Pensions, 2009 Form 5500, DOL electronic filing webcast, 207:A-14 (10/29/09)

## **401(k) PLANS**

ERISA, fiduciary breach. *See* FIDUCIARY DUTY

401(k) Fair Disclosure and Pension Security Act. *See* LEGISLATION, FEDERAL, HR 2989

## **FRAUD**

Asbestos removal safety training, false certifications, Cal/OSHA (N.D. Cal.), 208:A-4 (10/30/09)

ERISA, sham divorces, QDROs, recoupment (S.D. Texas), 201:AA-1 (10/21/09); text, 201:E-2 (10/21/09)

Shareholders, SOX. *See* SARBANES-OXLEY ACT (SOX)

Visa programs. *See* VISAS

## **FRB See FEDERAL RESERVE BOARD (FRB)**

## **FRCP See FEDERAL RULES OF CIVIL PROCEDURE (FRCP)**

## **FREEDOM OF SPEECH**

Agency fees, 1st Amend., chargeability of union expenses (2d Cir.), 198:AA-1 (10/16/09); text, 198:E-5 (10/16/09)

## **FRSA See FEDERAL RAILROAD SAFETY ACT (FRSA)**

## **FURLOUGHS**

Cal., reports claim illusory benefits, higher costs, 200:A-2 (10/20/09)

## **G**

## **GAO See GOVERNMENT ACCOUNTABILITY OFFICE (GAO)**

## **GAS See OIL AND GAS**

## **GAY EMPLOYEES**

Discrimination. *See* SEXUAL ORIENTATION DISCRIMINATION

## **GDP See GROSS DOMESTIC PRODUCT (GDP)**

## **GENDER IDENTITY**

State law bias bans, GAO report, 194:A-4 (10/9/09)

## **GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)**

Health risk assessments (HRAs), limitations under interim rules, 203:A-4 (10/23/09)

Implementation, interim rules, 189:A-18 (10/2/09)

Posting notices, EEOC, 207:A-15 (10/29/09)

Rules guidance from federal agency officials, 202:A-3 (10/22/09)

Wellness programs, rules effects, 193:A-14 (10/8/09)

## **GEORGIA**

Georgia Works, UI benefits cover job without pay during training period, model for other states, 205:C-1 (10/27/09)

## **GINA See GENETIC INFORMATION NONDISCRIMINATION ACT (GINA)**

## **GOVERNMENT ACCOUNTABILITY OFFICE (GAO)**

Sexual orientation, gender identity bias bans, state laws, report, 194:A-4 (10/9/09)

## **GOVERNMENT EMPLOYEES (AFGE)**

FEHBP premium costs, 2010, 188:A-8 (10/1/09)

Local 2741, RIFs, contracting out, due process, contract clause (D.D.C.), 208:A-7 (10/30/09)

Retirement benefits. *See* LEGISLATION, FEDERAL, HR 2647, S 1390

## **GRANTS**

ARRA Smart Grid Investment Grant, NV Energy, 207:A-14 (10/29/09)

Core labor standards, rights, ILAB grants, 189:A-19 (10/2/09)

FMCS, labor-management cooperation, best practices, FY2009, 206:A-12 (10/28/09)

Health care premiums, gap-filler payments, Ky., 207:A-14 (10/29/09)

### **Layoffs**

—Aircraft, RV manufacturing, Ore., 204:A-15 (10/26/09)

—Electronics workers, Maine, 207:A-14 (10/29/09)

—Information, manufacturing, retail, transportation, Mass., 204:A-14 (10/26/09)

—Textile workers, Maine, 192:A-15 (10/7/09)

### **Natural disasters**

—Flood cleanup, Ohio, 189:A-19 (10/2/09)

—Tsunami cleanup, American Samoa, 201:A-13 (10/21/09)

TAA. *See* TRADE ADJUSTMENT ASSISTANCE (TAA)

UI modernization incentive funds, Mont., 197:A-18 (10/15/09); Colo., 198:A-17 (10/16/09)

## **GREEN JOBS**

Actions needed to spur jobs growth, infrastructure emphasis, 201:C-1 (10/21/09)

American Clean Energy Security Act. *See*

LEGISLATION, FEDERAL, HR 2454, S 1733

Recovery Through Retrofit, home energy efficiency, Biden proposal, 200:A-5 (10/20/09)

State initiatives. *See specific states*

Young workers, labor agenda, new economy, AFL-CIO outreach, 198:A-12 (10/16/09)

## **GROCERY STORES**

Flexible work practices, health benefits, intervention trials, research studies, 196:A-11 (10/14/09)

Safeway, King Soopers, “final” pact offer to UFCW, 193:A-8 (10/8/09); talks stalled, strike mulled, 203:A-12 (10/23/09)

Von's, sexual harassment, retaliation, Cal. reduction of punitive damages (U.S., rev den), 191:B-7 (10/6/09)

## **GROSS DOMESTIC PRODUCT (GDP)**

BEA reports, second quarter, 2009, revised, 188:D-3 (10/1/09); third quarter, 2009, preliminary, 208:D-1 (10/30/09)

## **H**

### **H1N1 VIRUS**

Dual vaccines, CDC recommendation, 195:C-1 (10/13/09)

Health care workers, House hearing, 188:A-5 (10/1/09)

### **Mandatory vaccination**

—CNA urges voluntary shots, but opposes mandatory policy, 195:C-1 (10/13/09)

—LMRA, RNs challenge (W.D. Wash.), 190:A-14 (10/5/09)

### **N95 respirators**

—Cal., issuance, distribution, 204:A-6 (10/26/09)

## **H1N1 VIRUS** —Contd.

N95 respirators —Contd.

—CDC guidance, health care workers, 198:A–16 (10/16/09)

—Pandemic readiness, CNA/NNOC protest strike, 200:A–10 (10/20/09); canceled, talks resume, 208:A–11 (10/30/09)

N.Y., health care workers, mandatory vaccinations, TRO (N.Y. Sup. Ct.), 199:A–1 (10/19/09); vaccine shortages, rule suspended, 204:A–7 (10/26/09)

Pandemic, ADA application, CRS report, 205:A–7 (10/27/09); correction, 206:A–15 (10/28/09)

States, hospitals, unions, divided opinions, 195:C–1 (10/13/09)

## **HAZARDOUS OCCUPATIONS**

FLSA, teen parking valet fatality, DOL fines, 199:A–14 (10/19/09)

## **HAZARDOUS SUBSTANCES**

Asbestos. *See* ASBESTOS

Combustible dust

—OSHA rulemaking, advance notice, 201:A–11 (10/21/09)

—Pet food firm, OSHA fines, 199:A–14 (10/19/09)

Diacetyl, Cal/OSHA regulation, 189:A–14 (10/2/09)

Hexavalent chromium, OSHA, product substitutions, 195:A–4 (10/13/09)

Radiation exposure, particle accelerators, OSHA guidance, 201:A–13 (10/21/09)

## **HEALTH AND HUMAN SERVICES**

### **DEPARTMENT (HHS)**

Mental health parity rules, 2010 goal, 193:A–15 (10/8/09)

## **HEALTH AND WELFARE PLANS** *See*

### **EMPLOYEE BENEFITS**

## **HEALTH CARE INDUSTRY**

American Red Cross, labor practices, donor safety, security of blood supply, report, 194:A–9 (10/9/09)

Home care. *See* HOME HEALTH CARE

Hospitals. *See* HOSPITALS

Insurance. *See* HEALTH INSURANCE

Nurses. *See* NURSES

Nursing homes. *See* NURSING HOMES

Physicians. *See* PHYSICIANS

## **HEALTH INSURANCE**

CIGNA, ERISA

—Cash balance conversion, notice deficiencies, remedies (2d Cir.), 194:A–5 (10/9/09)

—Coverage denials, disclosure of internal guidelines (U.S., rev den), 191:B–9 (10/6/09)

Costs

—Private business, government occupations compared, BLS data, 208:A–6 (10/30/09)

—2010, Towers Perrin annual survey of employers, 194:A–10 (10/9/09)

Costs, 2010, Towers Perrin annual survey of employers, 194:A–10 (10/9/09)

GM, salaried employees, consumer-driven plans, 204:A–7 (10/26/09)

Health Care Serv., extent of FEHBA preemption, FEHBP jurisdiction (U.S., rev grant), 196:AA–1 (10/14/09)

Health risk assessments (HRAs), limitations under interim GINA rules, 203:A–4 (10/23/09)

Humana, ERISA, stock drop, flawed earnings

projections (W.D. Ky.), 191:A–4 (10/6/09)

Mass., 2008 “fair share” assessments, 2009 standard, 206:A–1 (10/28/09)

Reform

—Affordable Health Care for America Act. *See* LEGISLATION, FEDERAL, HR 3962

—AFL-CIO mobilization for public option, 195:A–11 (10/13/09); day of action, leafletting, 205:A–6 (10/27/09)

—Am. Benefits Council, priorities summary, 196:A–3 (10/14/09)

—America’s Affordable Health Choices Act. *See* LEGISLATION, FEDERAL, HR 3200

—“Cadillac” plans excise tax

—Effects on taxpayers, 191:A–5 (10/6/09)

—Thirty-one percent affected by 2019, Joint Committee on Taxation analysis, 202:A–3 (10/22/09)

—Cafeteria plan rules, HIPAA changes, preparedness, 195:A–5 (10/13/09)

—ERISA remedies, regulatory role considerations, EBSA stance, 201:A–6 (10/21/09)

—Health Care Reform and Small Business, CRS report, 191:A–10 (10/6/09)

—Public option support, physicians survey, 190:A–17 (10/5/09)

—San Francisco play or pay law, ERISA preemption (U.S., brief invited), 191:B–1 (10/6/09)

—Senate Finance markup, 188:A–4 (10/1/09); amendments, recess, 188:A–12 (10/1/09); state plans, negotiations with insurers, 189:A–17 (10/2/09); final markup, final vote, 190:A–16 (10/5/09); amended plan costs, coverage, CBO

report, 193:A–14 (10/8/09); Finance approval, merger with HELP bill, 196:A–15 (10/14/09);

HELP chair on public option, costs, carve-outs, 199:A–8 (10/19/09); employer mandates common

ground, 199:A–12 (10/19/09); Nov. floor action, 204:A–3 (10/26/09); Lieberman, Snowe oppose

public option, 206:A–14 (10/28/09); support for public option predicted once details exposed, 207:A–13 (10/29/09)

—White House memo, no middle class taxation, 188:A–4 (10/1/09)

Retiree health benefits. *See* RETIREE HEALTH BENEFITS

Voluntary benefits, top trends, survey report, 197:A–6 (10/15/09)

Wellness programs

—GINA rules effects, 193:A–14 (10/8/09); health risk assessments (HRAs), 203:A–4 (10/23/09)

—Incentive benefits, cost reductions, employee assistance, 202:A–6 (10/22/09)

## **HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA)**

At-will firing, advice to facilitate adoption (Tenn. Ct. App.), 197:A–14 (10/15/09)

Health care reform changes, preparedness, 195:A–5 (10/13/09)

## **HEALTHCARE WORKERS (NUHW)**

Representation

—Petitions, status of SEIU charges, 196:A–2 (10/14/09)

—Sequoias Portola Valley Hosp., housekeepers, NUHW certified, 196:A–2 (10/14/09)

## **HHS** *See* HEALTH AND HUMAN SERVICES DEPARTMENT (HHS)

## **HIPAA** *See* HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT (HIPAA)

## **HIRING**

Background checks. *See* BACKGROUND CHECKS

Discriminatory selection. *See specific types of discrimination*

Job openings and labor turnover survey (JOLTS). *See* TURNOVER, EMPLOYEE

Job-sharing tax credit proposal, jobs creation, issue brief, 206:A–8 (10/28/09)

New hires, Challenger, Gray, & Christmas report, year-to-date, 196:A–12 (10/14/09)

Retail, holidays, 2009 seasonal projections, BLS, 202:A–9 (10/22/09)

## **HOLIDAYS**

Retail hiring, 2009 seasonal projections, BLS, 202:A–9 (10/22/09)

## **HOME HEALTH CARE**

Cal., Fresno County, ADA challenge to state wage, benefits cuts (N.D. Cal.), 204:A–4 (10/26/09)

Home Care of Wash., settlement without notice to lawyer, putative class members invalid (Wash. Ct. App.), 188:A–8 (10/1/09)

## **HOMELAND SECURITY DEPARTMENT (DHS)**

Budget, FY2010 Department of Homeland Security Appropriations Act. *See* LEGISLATION, FEDERAL, HR 2892

E-Verify Program. *See* EMPLOYMENT ELIGIBILITY VERIFICATION

ICE. *See* IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE)

No-match rescission, final rule, 192:AA–1 (10/7/09)

Northern Mariana Islands, U.S. immigration laws. *See* LEGISLATION, FEDERAL, HR 3647

Staff diversity, EEO barriers, House committee critique, 198:A–2 (10/16/09)

## **HOSPITALS**

Advocate Health Care, antitrust, wage suppression, class certification denied (N.D. Ill.), 189:A–1 (10/2/09)

Alle-Kiski Med. Ctr., EPA, viability (W.D. Pa.), 188:A–9 (10/1/09)

Allegheny Gen. Hosp., RNs, SEIU ratification, 200:A–10 (10/20/09)

AnlantiCare Health Sys., FMLA retaliation, pretext (D.N.J.), 206:A–4 (10/28/09)

Bronx Lebanon Hosp., ADA, ADEA, restructuring, skills (S.D.N.Y.), 208:A–1 (10/30/09)

Caritas Christi Health Care, Norwood Hosp., 1199SEIU win, 195:A–2 (10/13/09)

Catholic Healthcare West, St. Joseph Health Sys., H1N1 pandemic, poor readiness, CNA/NNOC one-day protest strike, Cal., Nev., 200:A–10 (10/20/09);

canceled, talks resume, 208:A–11 (10/30/09)

Covenant Health, at-will firing, advice to facilitate adoption violated hospital policy, HIPAA (Tenn. Ct. App.), 197:A–14 (10/15/09)

Daughters of Charity Hospitals

—H1N1 pandemic, poor readiness, CNA/NNOC one-day protest strike, Cal., Nev., 200:A–10 (10/20/09);

canceled, talks resume, 208:A–11 (10/30/09)

—UHW pacts ratified, 207:A–9 (10/29/09)

H1N1 virus (Swine Flu). *See* H1N1 VIRUS

MultiCare Health Sys., influenza, mandatory vaccination, RNs LMRA challenge (W.D. Wash.), 190:A–14 (10/5/09)

New York

—Mandatory flu vaccinations for health care workers, TRO (N.Y. Sup. Ct.), 199:A–1 (10/19/09); vaccine shortages, rule suspended, 204:A–7 (10/26/09)

—Nurse staffing ratios, patient outcomes reporting law, 193:A–5 (10/8/09)

Nurse and Health Care Worker Protection Act. *See* LEGISLATION, FEDERAL, HR 2381

Nurse Protection Act. *See* LEGISLATION, FEDERAL, S 1788

Pomona Valley Hosp. Med. Ctr., FLSA, overtime, hourly base rates vary for 8-hour, 12-hour shifts (9th Cir.), 204:AA–1 (10/26/09); text, 204:E–1 (10/26/09)

Sequoias Portola Valley Hosp., housekeepers representation, NUHW certified, 196:A–2 (10/14/09)

## **HOTELS**

Chicago

—Congress Plaza, meal and rest breaks, Ill. law, NLRA preemption (U.S., rev den), 191:B–5 (10/6/09)

**HOTELS** —Contd.

Chicago —Contd.

—Starwood Hotels, UNITE HERE, bargaining impasse, strike authorized, 208:A-9 (10/30/09)

—UNITE HERE proposes hotel disclosure of labor disputes to consumers, 193:A-6 (10/8/09)

Flexible work practices, health benefits, intervention trials, research studies, 196:A-11 (10/14/09)

San Francisco, stalled talks, UNITE HERE strike authorization, 204:A-2 (10/26/09)

**I****IAM** *See* MACHINISTS (IAM)**IBEW** *See* ELECTRICAL WORKERS (IBEW)**IBT** *See* TEAMSTERS (IBT)**ICE** *See* IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE)**ILLINOIS**

Chicago firefighters, race bias, test-based hiring, timeliness of claims (U.S., rev grant), 188:AA-1 (10/1/09)

Insurance, extent of FEHBA preemption, FEHBP jurisdiction (U.S., rev grant), 196:AA-1 (10/14/09)

Kelly Servs., Ill. wage and hour, recordkeeping, vacation accruals, class settlement (N.D. Ill.), 197:A-16 (10/15/09)

Meal and rest breaks for hotel workers, NLRA preemption of Ill. law (U.S., rev den), 191:B-5 (10/6/09)

St. Clair Housing Auth., race bias, promotions, failure to post vacancy, constructive discharge (S.D. Ill.), 199:A-1 (10/19/09)

Teachers Ret. Sys., FMLA, retaliation, performance warnings predated leave (7th Cir.), 204:A-11 (10/26/09)

**ILLNESSES** *See* INJURIES AND ILLNESSES; *specific illnesses***IMMIGRATION**E-Verify Program. *See* EMPLOYMENT

ELIGIBILITY VERIFICATION

ICE. *See* IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE)No-match letters. *See* EMPLOYMENT

ELIGIBILITY VERIFICATION

Northern Mariana Islands, U.S. laws. *See* LEGISLATION, FEDERAL, HR 3647 Reform

—Citizenship path, faith-based community perspectives, Catholic proposals, Senate panel hearing, 197:A-12 (10/15/09)

—Guestworker programs, undocumented workers, transnational labor visa, 204:A-11 (10/26/09)

—Legislation (Gutierrez-III), principles summarized, 198:A-10 (10/16/09)

—Limited window for 2010 overhaul, biometric system, 196:B-1 (10/14/09)

—Regulatory compliance, monitoring changes, 203:A-9 (10/23/09)

—Religious perspectives, no role in public debate, USCIS panel discussion, 197:A-12 (10/15/09)

—U.S. laws outdated, inadequate, panel discussion, 202:A-8 (10/22/09)

—Workplace enforcement, audits, incremental legalization, more visas, 193:A-5 (10/8/09)

Visa programs. *See* VISAS**IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE)**

Raids, I-9 audits, workers rights, AFL-CIO, advocacy groups report, 206:A-10 (10/28/09)

**INCOME DISTRIBUTION**

Women's real median annual earnings, 1979-2007, CBO report, 191:A-8 (10/6/09)

**INCONSISTENT STATEMENTS**

Judicial estoppel, ADA, disability pension, essential job function (7th Cir.), 208:A-5 (10/30/09)

**INDEPENDENT CONTRACTORS**

Misclassifications

—FedEx, N.Y., N.J., Mont. lawsuits, 201:A-8 (10/21/09)

—IT workers, FLSA overtime class certification (N.D. Cal.), 207:A-9 (10/29/09)

—Overtime, employee status, FLSA economic reality test (5th Cir.), 196:A-9 (10/14/09)

—SCA back pay, DOL recovery, 194:A-14 (10/9/09) Pa., collateral estoppel, UI ruling on status precludes wage claims (E.D. Pa.), 195:AA-1 (10/13/09)

**INFLUENZA**

Dual vaccines, CDC recommendation, 195:C-1 (10/13/09)

H1N1. *See* H1N1 VIRUSSwine. *See* H1N1 VIRUS**INFORMATION NETWORKS AND TECHNOLOGY**

IBM, overtime, res judicata (N.D. Okla.), 188:A-2 (10/1/09)

ITA software, stock options, contractual rights, forfeiture, revenue goals (7th Cir.), 207:A-7 (10/29/09)

Sun Microsystems (JAVA), Oracle merger, layoffs, 203:A-12 (10/23/09)

Xerox, overtime, fair distribution, retaliation (W.D.N.Y.), 199:AA-1 (10/19/09)

**INFRASTRUCTURE**Investment. *See* LEGISLATION, FEDERAL, HR 2521

Jobs deficit, actions needed to spur growth, infrastructure emphasis, 201:C-1 (10/21/09)

National investment policy key to economic growth, conference report, 208:C-1 (10/30/09)

**INJUNCTIONS**

ERISA

—Deere, retiree health plan changes, rights reserved (S.D. Iowa), 202:A-5 (10/22/09)

—ESOP fiduciary indemnification rights, legal fees, arbitration (E.D. Cal.), 198:A-6 (10/16/09)

N.Y., health care workers, mandatory flu vaccinations, TRO (N.Y. Sup. Ct.), 199:A-1 (10/19/09); vaccine shortages, rule suspended, 204:A-7 (10/26/09)

**INJURIES AND ILLNESSES**Flu. *See* INFLUENZA—H1N1. *See* H1N1 VIRUS

Heat illness prevention standard, Cal/OSHA compliance report, 197:A-5 (10/15/09)

Underreporting, OSHA recordkeeping emphasis program, 189:A-3 (10/2/09)

Workplace report 2008, BLS data, 208:D-14 (10/30/09)

**INSPECTORS GENERAL (OIG)**

Adult and dislocated workers, audit data, ETA faulted in report, 193:A-12 (10/8/09)

**INSURANCE INDUSTRY**

Am. Family Mut. Ins., ERISA, coverage denials, disclosure of internal guidelines (U.S., rev den), 191:B-9 (10/6/09)

Fla., corporate-owned life insurance (COLI), retroactivity (11th Cir.), 200:A-3 (10/20/09)

Hartford Life &amp; Acc. Ins., ERISA, disability benefits, "any occupation," contractual time-bar (10th Cir.), 192:A-4 (10/7/09)

Standard Ins., ERISA plans, discretionary clauses, Mont. prohibition (9th Cir.), 206:AA-1 (10/28/09); text, 206:E-1 (10/28/09)

**INTERNAL REVENUE SERVICE (IRS)**

Cash balance plans, year-end guidance, interest crediting rates, 191:A-5 (10/6/09)

Defined benefit plans with auto-enrollment, strong vesting, regulations, 196:A-7 (10/14/09)

GINA implementation, interim rules, 189:A-18 (10/2/09)

Pension funding and benefits, final rules, comments, 198:A-5 (10/16/09)

Priority projects, 196:A-7 (10/14/09)

**INTERNATIONAL LABOR**Canada. *See* CANADA

China, pre-employment hepatitis B screening, 200:A-6 (10/20/09)

Core labor standards, rights, ILAB grants, 189:A-19 (10/2/09)

Manufacturing productivity report, 2008, BLS, 203:D-11 (10/23/09)

Unemployment rates, OECD nations, Aug., 2009, 196:A-6 (10/14/09)

**INTERNATIONAL TRADE**

ARRA Buy American provisions, reported effect on stimulus, jobs, exports, municipalities, 194:A-13 (10/9/09)

Climate change legislation, economic policy report, 189:A-9 (10/2/09)

Free enterprise, free trade, job creation, Chamber of Commerce campaign, 197:A-13 (10/15/09)

Goods and services, trade deficit, Commerce Dept report, Aug., 2009, 195:D-10 (10/13/09)

Policy, deficit improvements, halt to China violations key to growth, conference report, 208:C-1 (10/30/09)

TAA. *See* TRADE ADJUSTMENT ASSISTANCE (TAA)**INTERNET***Federal Register* overhaul, accessibility, 191:A-11 (10/6/09)

NLRB

—Office of Public Affairs, education outreach, new technologies, 198:A-15 (10/16/09)

—Subpoenas, revocation petitions, e-filing, 204:A-14 (10/26/09); text, 204:E-6 (10/26/09)

Pensions, 2009 Form 5500, DOL electronic filing webcast, 207:A-14 (10/29/09)

**INVESTIGATIONS**

NLRB subpoenas, revocation petitions, e-filing, 204:A-14 (10/26/09); text, 204:E-6 (10/26/09)

**IRS** *See* INTERNAL REVENUE SERVICE (IRS)**ISSUE PRECLUSION** *See* COLLATERAL ESTOPPEL**IT (INFORMATION TECHNOLOGY)** *See* INFORMATION NETWORKS AND TECHNOLOGY**IUOE** *See* OPERATING ENGINEERS (IUOE)**J****JAILS** *See* CORRECTIONAL FACILITIES**JOB OPENINGS AND LABOR TURNOVER SURVEY (JOLTS)** *See* TURNOVER, EMPLOYEE**JURISDICTION**

FEHBP, operation of federal officer removal statute (U.S., rev grant), 196:AA-1 (10/14/09)

## JURISDICTION —Contd.

Locus of discrimination, AFSCME organizer working elsewhere may sue under local law (D.C.), 189:A-5 (10/2/09)

## JUSTICE DEPARTMENT (DOJ)

Civil Rights Div., Perez nomination, 192:A-7 (10/7/09)

Disabled workers, job opportunities, federal action, 191:A-7 (10/6/09)

## K

## KENTUCKY

Health care premiums, gap-filler payments, DOL grant, 207:A-14 (10/29/09)

## L

## LABOR DEPARTMENT (DOL)

Appointments and personnel changes

—Labor solicitor, Smith nomination, 193:A-7 (10/8/09)

—Mine safety and health, Main nomination, 193:A-7 (10/8/09); confirmed, 204:A-15 (10/26/09)

—Policy, Spriggs nomination, 193:A-7 (10/8/09); confirmed, 204:A-15 (10/26/09)

—Wage and Hour, Boylan nomination, 193:A-7 (10/8/09); withdrawn, 198:A-14 (10/16/09)

—Women's Bureau, Manzano-Diaz nomination, 188:A-13 (10/1/09)

Appropriations, stopgap funding. *See*

LEGISLATION, FEDERAL, HR 2996

EBSA. *See* EMPLOYEE BENEFITS SECURITY ADMINISTRATION (EBSA)

Federal contractors, posting notices, NLRA employee rights, analysis of comments on proposed DOL rule, 191:C-1 (10/6/09)

GINA implementation, interim rules, 189:A-18 (10/2/09)

ODEP. *See* DISABILITY EMPLOYMENT POLICY OFFICE (ODEP)

Wage and Hour Division. *See* WAGE AND HOUR DIVISION

## LABOR-MANAGEMENT COOPERATION

FMCS, best practices, FY2009 grants, 206:A-12 (10/28/09)

## LABOR MANAGEMENT RELATIONS ACT (LMRA)

Retiree health benefits plans. *See* RETIREE HEALTH BENEFITS

U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT (LMRDA)

Fiduciary breach, implied right of action by union against former officer (U.S., rev den), 196:AA-2 (10/14/09)

LM-2/LM-3 form, union financial disclosure, rule rescinded, 195:A-13 (10/13/09)

## LABOR MANAGEMENT STANDARDS OFFICE (OLMS)

Federal contractors, posting notices, NLRA employee rights, analysis of comments on proposed DOL rule, 191:C-1 (10/6/09)

LM-2/LM-3 form, union financial disclosure, rule rescinded, 195:A-13 (10/13/09)

## LABOR STATISTICS BUREAU (BLS)

Job openings and labor turnover survey (JOLTS). *See* TURNOVER, EMPLOYEE

Total compensation costs, metropolitan areas, annual report, 190:A-14 (10/5/09)

Women, labor force participation rate, 2008, 192:A-15 (10/7/09)

## LAW ENFORCEMENT EMPLOYEES

Cal., South Gate, association bias, harassment (Cal. Super. Ct.), 194:A-8 (10/9/09)

Fla., Fort Lauderdale, ADEA, early retirement waiver, no Ledbetter invalidation (11th Cir.), 188:A-3 (10/1/09)

Ill., Round Lake Police Dept., ADA, disability pension, inconsistent statements (7th Cir.), 208:A-5 (10/30/09)

## LAYOFF ANNOUNCEMENTS

American Airlines, 207:A-11 (10/29/09)

Caterpillar, 206:A-3 (10/28/09)

Dell, 193:A-9 (10/8/09)

International Paper, 203:A-11 (10/23/09)

New York Times, 201:A-12 (10/21/09)

Sun Microsystems (JAVA), 203:A-12 (10/23/09)

## LAYOFFS

Furloughs. *See* FURLOUGHS

Mass layoffs, BLS reports, Sept., 2009, 203:D-4 (10/23/09)

Workforce reductions, Challenger, Gray, & Christmas reports, Sept., 2009, 189:A-7 (10/2/09)

## LEAVE

USERRA. *See* UNIFORMED SERVICES

EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

## LEGISLATION, FEDERAL

### HR

—**1168**, Veterans Retraining Act (Boozman), monthly training allowance, high-demand skills, committee approval, 207:A-3 (10/29/09)

—**1409**, Employee Free Choice Act (EFCA) (Miller), would require card check recognition without formal election process, FMCS intervention if needed to reach first contract within 90 days, Chamber report, employer coercion, 195:A-9 (10/13/09); Chamber opposition campaign, 197:A-13 (10/15/09)

—**2381**, Nurse and Health Care Worker Protection Act (Conyers, Woolsey), would promulgate ergonomic standard for patient handling, mandate use of mechanical lifts, injury prevention plans, 200:A-4 (10/20/09)

—**2454**, American Clean Energy Security Act (Waxman, Markey), passed, economic policy report, 189:A-9 (10/2/09)

—**2517**, Domestic Partner Benefits and Obligations Act, would provide benefits to domestic partners of federal employees, hearing, 198:A-9 (10/16/09)

—**2521**, Infrastructure investment (DeLauro), would establish National Infrastructure Development Bank to oversee, fund energy, environmental, telecom, transportation projects, 201:C-1 (10/21/09)

—**2647**, FY2010 DOD authorization, conference report passed, sick leave retirement credit for federal employees, repeal of Natl. Security Personnel Sys., 195:A-7 (10/13/09); military FMLA leave expansion, 199:A-11 (10/19/09); Senate approval, 203:A-8 (10/23/09); enacted, 207:A-5 (10/29/09); correction, 208:A-13 (10/30/09)

—**2892**, FY2010 Department of Homeland Security Appropriations Act (Price), conferees approve with E-Verify, visa program extensions, 193:A-9 (10/8/09); conference report approved, 198:A-2 (10/16/09); conference report, Senate passage, 201:A-2 (10/21/09)

—**2918**, FY2010 legislative branch appropriations, stopgap funding, continuing resolution, 189:A-19 (10/2/09)

—**2989**, 401(k) Fair Disclosure and Pension Security Act, would amend ERISA and IRC on pension funding, investment advice, and fee disclosure, speakers address plan fiduciaries' expanded responsibilities, 200:A-6 (10/20/09)

—**2996**, Interior Department FY2010 appropriations, CWA, state revolving funds, performance partnership grants, conferees limit Davis-Bacon prevailing wage rules to one year, 208:A-3 (10/30/09); continuing resolution, DOL stopgap funding approved, enactment expected, 208:A-8 (10/30/09)

—**3200**, America's Affordable Health Choices Act, Democrats health care reform package, 188:A-4 (10/1/09); Health Care Reform and Small Business, CRS report, 191:A-10 (10/6/09); employer mandates common ground, 199:A-12 (10/19/09); for further action. *See* LEGISLATION, FEDERAL, HR 3962

—**3326**, FY2010 DOD military activities authorization, amendment to limit defense contractors' use of mandatory arbitration, 192:A-14 (10/7/09); Senate passes, 193:A-15 (10/8/09)

—**3371**, Airline Safety and Pilot Training Improvement Act (Oberstar), would require improved standards on safety, training, experience, with new FAA flight-time and duty-time rules, 195:A-13 (10/13/09); approved, 197:A-2 (10/15/09)

—**3548**, Emergency Unemployment Compensation Extension Act (McDermott), would provide additional emergency (EUC) benefits in states with high average rate, passed, Senate GOPs oppose substitute bill, FUTA surtax extension, 197:A-18 (10/15/09); GOPs block floor debate, 201:A-9 (10/21/09); debate pending, 203:A-9 (10/23/09); cloture vote, amendments, 205:A-5 (10/27/09); debate, administration approval, 206:A-13 (10/28/09); amendment fight blocks Senate deliberation, 208:A-9 (10/30/09)

—**3647**, Northern Mariana Islands guestworker bill (Sablan), would delay application of U.S. immigration laws, 189:A-12 (10/2/09)

—**3676**, IMPROVES (Improving Methods to Promote Regular Occurrences of the Verification of Employability Status) E-Verify Act (Broun), to make federal E-Verify Program permanent, 190:A-6 (10/5/09)

—**3721**, Protecting Older Workers Against Discrimination Act (Miller), ADEA standard of proof, 192:A-10 (10/7/09); overturning Supreme Court rulings, hearing testimony, 193:A-9 (10/8/09); judicial erosion of Congressional intent, civil rights, 195:A-8 (10/13/09)

—**3936**, Preserve Benefits and Jobs Act (Pomeroy, Tiberi), to repeal certain PPA provisions, extend pension funding relief in economic downturn, introduced, summary, 207:A-4 (10/29/09)

—**3962**, Affordable Health Care for America Act, based on HR 3200, revised bill includes public option with negotiated provider payment rates, expanded Medicaid eligibility, release imminent, 207:A-12 (10/29/09); introduced, summary, 208:A-11 (10/30/09)

### S

—**560**, Employee Free Choice Act (EFCA) (Harkin), would require card check recognition without formal election process, FMCS intervention if needed to reach first contract within 90 days, Chamber report, employer coercion, 195:A-9 (10/13/09); Chamber opposition campaign, 197:A-13 (10/15/09)

—**1102**, Domestic Partner Benefits and Obligations Act (Lieberman), would provide benefits to domestic partners of federal employees, hearing, 198:A-9 (10/16/09)

—**1390**, FY2010 DOD authorization, re-employment of retirees without salary cut in amount of annuity, 195:A-7 (10/13/09); military FMLA leave expansion, 199:A-11 (10/19/09); Senate approval, 203:A-8 (10/23/09); enacted, 207:A-5 (10/29/09)

—**1699**, Emergency Unemployment Compensation Extension Act (Reed), would provide additional emergency (EUC) benefits in states with high average rate, identical to HR 3548, GOPs oppose

## LEGISLATION, FEDERAL —Contd.

### S—Contd.

- substitute bill, FUTA surtax extension, 197:A-18 (10/15/09); for further action. *See* LEGISLATION, FEDERAL, HR 3548
- 1733, American Clean Energy Security Act, creates cap-and-trade program for greenhouse gas emissions, energy panel hearing, jobs offset, consumer, petroleum industry effects, 198:A-14 (10/16/09)
- 1756, Protecting Older Workers Against Discrimination Act (Harkin), ADEA standard of proof, 192:A-10 (10/7/09); ADEA, mandatory arbitration, overturning Supreme Court rulings, hearing testimony, 193:A-9 (10/8/09); judicial erosion of Congressional intent, civil rights, 195:A-8 (10/13/09)
- 1788, Nurse Protection Act (Franken), would promulgate ergonomic standard for patient handling, mandate use of mechanical lifts, injury prevention plans, 200:A-4 (10/20/09)

### LHWCA *See* LONGSHORE AND HARBOR WORKERS' COMPENSATION ACT (LHWCA)

### LILLY LEDBETTER FAIR PAY ACT

ADEA, early retirement waiver, no invalidation (11th Cir.), 188:A-3 (10/1/09)

### LIQUIDATED DAMAGES

USERRA, right to jury trial (E.D. Tenn.), 197:A-1 (10/15/09); text, 197:E-4 (10/15/09)

### LOCOMOTIVE ENGINEERS AND TRAINMEN (BLET)

President, bribery arrest, leave of absence (E.D. Mo.), 198:A-17 (10/16/09)

RLA, due process, arbitration, valid grounds for dismissal of grievances (U.S., oral arg), 193:AA-1 (10/8/09)

### LONGSHORE AND HARBOR WORKERS' COMPENSATION ACT (LHWCA)

Psychological injury from personnel action, compensability (9th Cir.), 197:A-3 (10/15/09)

### LOUISIANA

H-1B violations against Filipino teachers, licensing violations, AFT charges recruiter, 189:A-8 (10/2/09); DOL complaint, 207:A-6 (10/29/09)

## M

### MACHINISTS (IAM)

Delta-Northwest merger, representation, NMB determinations, 192:A-6 (10/7/09)

District 143, Alaska Airlines, vote on pact extensions, 207:A-8 (10/29/09)

District 751, Boeing, Dreamliner 787 assembly line, S.C. site, 207:A-7 (10/29/09)

Kennecott Utah Copper, pact ratified, 190:A-12 (10/5/09)

Local 639, Bombardier Learjet, Wichita pact, 192:A-13 (10/7/09)

Lockheed Martin Servs., ULPs, organizers targeted for RIF, remedy, 208:A-10 (10/30/09)

Whistleblowing, federal preemption, FELA, RLA, FRSA (E.D. Cal.), 206:A-6 (10/28/09)

### MAINE

Electronics workers, DOL grant, 207:A-14 (10/29/09)

Textile workers, DOL grant, 192:A-15 (10/7/09)

### MANDATORY ARBITRATION

Defense contractors. *See* LEGISLATION, FEDERAL, HR 3326

Employee Free Choice Act (EFCA). *See* LEGISLATION, FEDERAL, HR 1409, S 560

Protecting Older Workers Against Discrimination Act. *See* LEGISLATION, FEDERAL, HR 3721, S 1756

U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

Wash., "employment," contract worker (Wash. Ct. App.), 199:A-5 (10/19/09)

### MANDATORY RETIREMENT

ADEA, 1st Amend. ministerial exception (2d Cir.), 197:A-4 (10/15/09)

### MANUFACTURING

American Clean Energy Security Act. *See* LEGISLATION, FEDERAL, HR 2454, S 1733

BIC Consumer Prods., ADA, interactive process where accommodation non-existent (2d Cir.), 192:A-5 (10/7/09)

Business model, worker-owned cooperatives, USW-Mondragon Internacional accord, 206:A-1 (10/28/09)

Caterpillar, layoffs, recalls, 206:A-3 (10/28/09)

Climate change legislation, economic policy report, 189:A-9 (10/2/09)

Cognex, sexual harassment, plaintiff dress, speech, conduct relevant (Mass.), 206:A-3 (10/28/09)

Deere

—ERISA, retiree health plan changes, rights reserved (S.D. Iowa), 202:A-5 (10/22/09)

—UAW, tentative pact, 15 locals, 189:A-6 (10/2/09); ratified, 191:A-1 (10/6/09)

Energy efficiency, renewable energy technologies, aggressive strategy impact report, 203:A-11 (10/23/09)

GlobalFoundries, education, training, job creation, 191:A-6 (10/6/09)

International productivity report, 2008, BLS, 203:D-11 (10/23/09)

Intl. Comfort Prods., multiemployer plan, withdrawal liability statutory (6th Cir.), 204:A-1 (10/26/09)

Kirby Risk, ADA, pre-2009 claim evaluated under pre-ADAAA rulings (N.D. Ind.), 196:A-1 (10/14/09)

Klockner Pentaplast of Am., ADEA, evidence, pretext (4th Cir.), 205:A-8 (10/27/09)

Mohawk Indus., attorney-client privilege, waiver, appealability of discovery order (U.S., oral arg), 191:AA-1 (10/6/09)

Motiva Enters., sexual harassment, same-sex conduct bullying, not "because of sex" (5th Cir.), 206:A-2 (10/28/09)

Motor vehicles. *See* AUTOMOTIVE INDUSTRY

National investment policy key to economic growth, conference report, 208:C-1 (10/30/09)

Noll Mfg., ESOP fiduciary indemnification rights, legal fees, arbitration (E.D. Cal.), 198:A-6 (10/16/09)

Saint-Gobain Performance Plastics, FLSA retaliation, written complaint requirement, rehearing denied (7th Cir.), 198:A-1 (10/16/09); text, 198:E-1 (10/16/09)

S.C. Johnson & Sons, ERISA, anti-cutback, investment policy changes (E.D. Wis.), 193:A-2 (10/8/09)

Thermo King de Puerto Rico, ADEA, indirect evidence, use of *McDonnell Douglas* burden-shifting framework (1st Cir.), 200:AA-1 (10/20/09); text, 200:E-1 (10/20/09)

Timken, USW tentative pact, 200:A-2 (10/20/09)

Video game industry, SAG, AFTRA tentative accords, 191:A-7 (10/6/09)

### MARIANA ISLANDS *See* NORTHERN MARIANA ISLANDS

### MARITIME INDUSTRY

Natl. Steel and Shipbuilding, LHWCA, psychological injury from personnel action, compensability (9th Cir.), 197:A-3 (10/15/09)

### MARYLAND

Child care, home-based contractors pact, governor signs, 198:A-15 (10/16/09)

## MASS TRANSIT

Infrastructure investment. *See* LEGISLATION, FEDERAL, HR 2521

## MASSACHUSETTS

Health insurance, 2008 "fair share" assessments, 2009 standard, 206:A-1 (10/28/09)

Information, manufacturing, retail, transportation layoffs, DOL grant, 204:A-14 (10/26/09)

Sex bias, retaliation, front pay, punitive damages (Mass.), 193:A-1 (10/8/09)

Sexual harassment, evidence, plaintiff dress, speech, conduct relevant (Mass.), 206:A-3 (10/28/09)

## MEDIATION

NMB. *See* NATIONAL MEDIATION BOARD (NMB)

Rehabilitation Act, settlement, waiver, coercion (EEOC), 204:A-5 (10/26/09)

## MEDICAID

Affordable Health Care for America Act. *See* LEGISLATION, FEDERAL, HR 3962

GINA implementation, interim rules, 189:A-18 (10/2/09)

## MEDICAL EQUIPMENT AND SUPPLIES

Particle accelerators, radiation exposure, OSHA guidance, 201:A-13 (10/21/09)

## MEDICARE

GINA implementation, interim rules, 189:A-18 (10/2/09)

## MENTAL HEALTH PARITY AND ADDICTION EQUITY ACT (MHPAEA)

Health and welfare plan amendments, year-end guidance, 190:A-5 (10/5/09)

HHS rules, 2010 goal, 193:A-15 (10/8/09)

Rules guidance from federal agency officials, 202:A-3 (10/22/09)

## MERGERS AND ACQUISITIONS

Sun Microsystems (JAVA), Oracle, 203:A-12 (10/23/09)

## METALS INDUSTRY

Franklin Non-Ferrous Foundry, lead exposure, respiratory protection, OSHA fines, 206:A-8 (10/28/09)

## MHPAEA *See* MENTAL HEALTH PARITY AND ADDICTION EQUITY ACT (MHPAEA)

## MILITARY LEAVE

USERRA. *See* UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

## MINE SAFETY AND HEALTH ADMINISTRATION (MSHA)

Continuous personal dust monitors, request for comments, 196:A-13 (10/14/09)

Inspections, pattern of violations notices to operators, 193:A-6 (10/8/09)

Retreat mining fatality, civil penalty, 200:A-7 (10/20/09)

Sentinels of Safety, top 20 mines awarded, 207:A-11 (10/29/09)

## MINE WORKERS (UMWA)

Local 8843, Mammoth Coal ULPs (NLRB), 190:A-1 (10/5/09); text, 190:E-22 (10/5/09)

## MINIMUM WAGE

Cal. car washes, criminal arraignment (Cal. Super. Ct.), 196:A-10 (10/14/09)

Colo., wage drop proposal, 190:A-7 (10/5/09)

Domestic worker, spoliation of evidence, wage and hour settlement (N.D. Cal.), 199:A-7 (10/19/09)

**MINIMUM WAGE**—Contd.  
Recordkeeping, FLSA violations, DOL suit (E.D.N.Y.), 198:A-4 (10/16/09)  
United Renovations, FLSA, back pay, DOL, 205:A-11 (10/27/09)

## **MINING**

Continuous personal dust monitors, request for comments, MSHA, 196:A-13 (10/14/09)  
Kennecott Utah Copper, USW, IBEW, IAM, IUOE pacts ratified, 190:A-12 (10/5/09)  
Massey Energy, Mammoth Coal ULPs (NLRB), 190:A-1 (10/5/09); text, 190:E-22 (10/5/09)  
MSHA inspections, pattern of violations notices to operators, 193:A-6 (10/8/09)  
Sentinels of Safety, MSHA awards 20, 207:A-11 (10/29/09)  
UAE Coalcorp, 2008 retreat mining fatality, MSHA fines, 200:A-7 (10/20/09)

## **MISSISSIPPI**

Transp. Comm'n, sexual harassment, continuing violation, reassignment intervening act, untimely (5th Cir.), 203:AA-1 (10/23/09); text, 203:E-2 (10/23/09)

## **MISSOURI**

Kansas City, airlines maintenance base closure, 207:A-11 (10/29/09)

## **MONTANA**

ERISA plans, discretionary clauses, prohibition (9th Cir.), 206:AA-1 (10/28/09); text, 206:E-1 (10/28/09)  
Independent contractor misclassifications, FedEx, 201:A-8 (10/21/09)  
UI modernization incentive funds, DOL grant, 197:A-18 (10/15/09)

## **MORTGAGES**

Home loan modifications, UI income projection tool, 203:A-12 (10/23/09)

## **MOTOR CARRIER SAFETY**

**ADMINISTRATION (FMCSA)**  
Hours of service rule, DOT revision (D.C. Cir.), 206:A-13 (10/28/09)

**MPPAA** *See* MULTIEMPLOYER PENSION PLAN AMENDMENTS ACT (MPPAA)

## **MULTIEMPLOYER PENSION PLAN AMENDMENTS ACT (MPPAA)**

“Employer,” withdrawal liability statutory or contractual, circuits split (6th Cir.), 204:A-1 (10/26/09)

## **MULTIEMPLOYER PLANS**

Central States, SE & SW Area Pension Fund, withdrawal liability statutory (6th Cir.), 204:A-1 (10/26/09)  
Funding status decline, freeze, IFEPP survey, 188:A-7 (10/1/09)  
Ivy Asset Mgt., ERISA fiduciary breach, Madoff investment losses (S.D.N.Y.), 190:A-4 (10/5/09)  
MPPAA. *See* MULTIEMPLOYER PENSION PLAN AMENDMENTS ACT (MPPAA)  
New England Healthcare Employees, ERISA, contributions calculations, inconsistencies (D. Conn.), 207:A-2 (10/29/09)  
SMWIA, service credits, contributing employer, trade school instructors (7th Cir.), 206:A-9 (10/28/09)

## **N**

**NATIONAL LABOR RELATIONS ACT (NLRA)**  
Enforcement. *See* NATIONAL LABOR RELATIONS BOARD (NLRB)

Federal contractors, posting notices, employee rights, analysis of comments on proposed DOL rule, 191:C-1 (10/6/09)  
ULPs. *See* UNFAIR LABOR PRACTICES (ULPs)  
Union recognition. *See* RECOGNITION OF UNIONS

## **NATIONAL LABOR RELATIONS BOARD (NLRB)**

Appointments and personnel changes  
—ALJs, Amchan named, Division of Judges, District of Columbia, 205:A-11 (10/27/09)  
—Becker, Pearce, Hayes nominations, hearings sought, 201:A-1 (10/21/09); HELP panel approves all, McCain threatens hold on Becker, 202:AA-1 (10/22/09)  
Office of Public Affairs, education outreach, new technologies, 198:A-15 (10/16/09)  
Performance report, FY2009, 2-member Board, 202:A-10 (10/22/09)  
Quorum, NLRA §3(b) challenge, authority of 2-member Board to issue rulings, Circuits split (U.S., briefs filed), 197:A-15 (10/15/09)  
Representation cases, English and Spanish language videos, 194:A-14 (10/9/09)  
“Skip counsel” rule prohibitions, policy memo, 194:A-1 (10/9/09)  
Subpoenas, revocation petitions, e-filing, 204:A-14 (10/26/09); text, 204:E-6 (10/26/09)  
Weekly summary of actions, 193:E-1 (10/8/09); 197:E-1 (10/15/09); 203:E-1 (10/23/09)

## **NATIONAL MEDIATION BOARD (NMB)**

Performance, FY2009 backlog, pending cases, 204:A-8 (10/26/09)  
Representation  
—Certification based on plurality vote, 189:A-16 (10/2/09); correction, 192:A-15 (10/7/09)  
—Delta-Northwest merger, board determinations, 192:A-6 (10/7/09)  
—Frontier Airlines, AFA petition, 191:A-11 (10/6/09)

## **NATIONAL NURSES ORGANIZING COMMITTEE (CNA/NNOC)**

H1N1 pandemic, poor readiness, one-day protest strike, 200:A-10 (10/20/09); canceled, talks resume, 208:A-11 (10/30/09)

## **NATIONAL ORIGIN DISCRIMINATION**

Association bias, harassment, police (Cal. Super. Ct.), 194:A-8 (10/9/09)  
Res judicata, §1981 claim, Title VII dismissal precludes (3d Cir.), 194:AA-1 (10/9/09); text, 194:E-1 (10/9/09)  
Retaliation, negative references, law firm “blackballing,” evidence (S.D.N.Y.), 207:AA-1 (10/29/09); correction, 208:A-13 (10/30/09)  
Summary judgment abuse, de novo review (Cal. Ct. App.), 197:A-7 (10/15/09)

## **NATURAL DISASTERS**

DOL workforce grants. *See* GRANTS

## **NEGLIGENCE**

Olsten Staffing Servs., ADA, contractual arrangement with biased effect (W.D. Wis.), 190:A-8 (10/5/09)

## **NEUTRALITY AGREEMENTS**

Card check recognition, LMRA §302, access during organizing (U.S., rev den), 191:B-2 (10/6/09)

## **NEVADA**

Construction fatalities, OSH program review, OSHA report, 205:A-9 (10/27/09); discussed, 208:A-2 (10/30/09)  
Wage and hour, SelectBuild, overtime, off-the-clock work (C.D. Cal.), 199:A-13 (10/19/09)

## **NEW JERSEY**

Independent contractor misclassifications, FedEx, 201:A-8 (10/21/09)

## **NEW YORK**

Green jobs, energy conservation, enacted, 196:A-8 (10/14/09)  
Independent contractor misclassifications, FedEx, 201:A-8 (10/21/09)  
Long Island Head Start Child Dev. Servs., management rights, automatic renewal (NLRB), 192:A-12 (10/7/09); text, 192:E-1 (10/7/09)  
Office of Mental Health, race bias, associational, interracial dating (N.D.N.Y.), 204:A-3 (10/26/09)  
Penalties, faithless servant doctrine, forfeiture of CEO salary, bonuses (Mass.), 197:A-9 (10/15/09)  
Retaliation, negative references, “blackballing,” evidence (S.D.N.Y.), 207:AA-1 (10/29/09); correction, 208:A-13 (10/30/09)  
Safety and health  
—Health care workers, mandatory flu vaccinations, TRO (N.Y. Sup. Ct.), 199:A-1 (10/19/09); vaccine shortages, rule suspended, 204:A-7 (10/26/09)  
—Hospitals, nurse staffing ratios, patient outcomes reporting law, 193:A-5 (10/8/09)

## **NEWSPAPER GUILD (TNG-CWA)**

AFL-CIO staff, WBNG pact, successor clause, 195:A-11 (10/13/09)  
Local 34071, Chicago Sun-Times concessions pact, bankruptcy sale, 194:A-1 (10/9/09)

## **NEWSPAPERS**

Chicago Sun-Times, TNG-CWA concessions pact, bankruptcy sale, 194:A-1 (10/9/09)  
New York Times, newsroom buyout offers, 201:A-12 (10/21/09)

**NLRA** *See* NATIONAL LABOR RELATIONS ACT (NLRA)

**NLRB** *See* NATIONAL LABOR RELATIONS BOARD (NLRB)

**NMB** *See* NATIONAL MEDIATION BOARD (NMB)

## **NONPROFIT ORGANIZATIONS**

American Red Cross, labor practices, donor safety, security of blood supply, report, 194:A-9 (10/9/09)

## **NORTHERN MARIANA ISLANDS**

Immigration  
—Amendments, DHS, DOJ interim final rule, 207:A-10 (10/29/09)  
—Application of U.S. laws. *See* LEGISLATION, FEDERAL, HR 3647  
—Transitional worker visa, USCIS interim rule, 205:A-1 (10/27/09)

## **NOTICE AND NOTIFICATION**

Federal contractors, posting notices, NLRA employee rights, analysis of comments on proposed DOL rule, 191:C-1 (10/6/09)  
Taxation, safe harbor, IRS model notice update, 196:A-7 (10/14/09)

**NTEU** *See* TREASURY EMPLOYEES (NTEU)

**NUHW** *See* HEALTHCARE WORKERS (NUHW)

## **NURSES**

Antitrust, wage suppression, class certification denied (N.D. Ill.), 189:A-1 (10/2/09)  
CNA. *See* CALIFORNIA NURSES (CNA)  
CNA/NNOC. *See* NATIONAL NURSES ORGANIZING COMMITTEE (CNA/NNOC)  
H1N1 virus (Swine Flu). *See* H1N1 VIRUS  
Influenza, mandatory vaccination, RNs LMRA challenge (W.D. Wash.), 190:A-14 (10/5/09)  
New York  
—Mandatory flu vaccinations, TRO (N.Y. Sup. Ct.), 199:A-1 (10/19/09); vaccine shortages, rule suspended, 204:A-7 (10/26/09)

**NURSES** —Contd.

New York —Contd.

—Staffing ratios, patient outcomes reporting law, 193:A-5 (10/8/09)

Nurse and Health Care Worker Protection Act. *See* LEGISLATION, FEDERAL, HR 2381Nurse Protection Act. *See* LEGISLATION, FEDERAL, S 1788

Overtime, FLSA, hourly base rates vary for 8-hour, 12-hour shifts (9th Cir.), 204:AA-1 (10/26/09); text, 204:E-1 (10/26/09)

VA, EEO, consolidated actions, discovery, summary judgment (3d Cir.), 207:A-3 (10/29/09)

**NURSING HOMES**

Church Homes, d/b/a/ Avery Heights, ULPS, secret strike replacements, failure to reinstate (U.S., rev den), 196:AA-4 (10/14/09)

Flexible work practices, health benefits, intervention trials, research studies, 196:A-11 (10/14/09)

H1N1 virus (Swine Flu). *See* H1N1 VIRUS

iCare Mgmt., ERIA, multiemployer plans, contributions calculations, inconsistencies (D. Conn.), 207:A-2 (10/29/09)

Laurel Baye Healthcare of Lake Lanier, NLRA §3(b) challenge, authority of 2-member NLRB to issue rulings, Circuits split (U.S., briefs filed), 197:A-15 (10/15/09)

N.Y., health care workers, mandatory flu vaccinations, TRO (N.Y. Sup. Ct.), 199:A-1 (10/19/09); vaccine shortages, rule suspended, 204:A-7 (10/26/09)

**O****OCCUPATIONAL SAFETY AND HEALTH**

Airline Safety and Pilot Training Improvement Act.

*See* LEGISLATION, FEDERAL, HR 3371

American Red Cross, labor practices, donor safety, security of blood supply, report, 194:A-9 (10/9/09)

H1N1 virus (Swine Flu). *See* H1N1 VIRUSState initiatives. *See specific states***OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)**

Appointments and personnel changes, Michaels nomination draws conservative fire, 194:A-3 (10/9/09); vote postponed, 203:A-2 (10/23/09)

Combustible dust rulemaking, advance notice, 201:A-11 (10/21/09)

Ergonomics rulemaking, Chamber strategy to discredit science, 199:A-8 (10/19/09)

Fines. *See* PENALTIES

Hexavalent chromium hazards, product substitutions, 195:A-4 (10/13/09)

Injuries and illnesses, underreporting, recordkeeping emphasis program, 189:A-3 (10/2/09)

Nev. construction fatalities, OSH program review, 205:A-9 (10/27/09); discussed, 208:A-2 (10/30/09)

Nurse and Health Care Worker Protection Act. *See* LEGISLATION, FEDERAL, HR 2381Nurse Protection Act. *See* LEGISLATION, FEDERAL, S 1788

Particle accelerators, radiation exposure, guidance, 201:A-13 (10/21/09)

State OSH programs, penalty disparities, review planned, 208:A-2 (10/30/09)

Steel erection rule, fall protection policy revisions, 194:A-6 (10/9/09)

**OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION (OSHR)**

Poultry plant fatality, evidence (5th Cir.), 199:A-5 (10/19/09)

**ODEP** *See* DISABILITY EMPLOYMENT POLICY OFFICE (ODEP)**OFF-THE-CLOCK WORK**

Building Materials Holding, SelectBuild, FLSA, state law claims (C.D. Cal.), 199:A-13 (10/19/09)

U.S. Steel, overtime, walking to and from workstations, FLSA collective action (N.D. Ind.), 202:A-7 (10/22/09)

**OFFSHORE OUTSOURCING**TAA grants. *See* TRADE ADJUSTMENT ASSISTANCE (TAA)**OHIO**

Flood cleanup, DOL grant, 189:A-19 (10/2/09)

**OIG** *See* INSPECTORS GENERAL (OIG)**OIL AND GAS**

Alon USA, safety violations, OSHA fines, 194:A-6 (10/9/09)

American Clean Energy Security Act. *See* LEGISLATION, FEDERAL, HR 2454, S 1733

BP, ERISA, cash balance plans, interest rates, statutory interpretation, administrative exhaustion (E.D. Ky.), 203:A-7 (10/23/09)

**OLDER WORKERS**ADEA. *See* AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

Phased retirement, flexible work arrangements, 204:A-13 (10/26/09)

Protecting Older Workers Against Discrimination Act. *See* LEGISLATION, FEDERAL, HR 3721, S 1756**OPERATING ENGINEERS (IUOE)**

Kennecott Utah Copper, pact ratified, 190:A-12 (10/5/09)

Local 150, LMRDA, fiduciary breach, implied right of action by union against former officer (U.S., rev den), 196:AA-2 (10/14/09)

**OREGON**

Aircraft, RV manufacturing layoffs, DOL grant, 204:A-15 (10/26/09)

**ORGANIZING**Campaigns. *See specific unions*Employee Free Choice Act (EFCA). *See* LEGISLATION, FEDERAL, HR 1409, S 560**OSHA** *See* OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (OSHA)**OSHR** *See* OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION (OSHR)**OVERTIME**

Building Materials Holding, SelectBuild, FLSA, state law claims (C.D. Cal.), 199:A-13 (10/19/09)

Cal. car washes, criminal arraignment (Cal. Super. Ct.), 196:A-10 (10/14/09)

Domestic worker, spoliation of evidence, wage and hour settlement (N.D. Cal.), 199:A-7 (10/19/09)

Family Dollar, FLSA, executive exemption (U.S., rev den), 191:B-4 (10/6/09)

Independent contractor misclassifications, FLSA economic reality test (5th Cir.), 196:A-9 (10/14/09)

Off-the-clock work. *See* OFF-THE-CLOCK WORK

Recordkeeping, FLSA violations, DOL suit (E.D.N.Y.), 198:A-4 (10/16/09)

Regular rate of pay, hourly base rates vary for 8-hour, 12-hour shifts, FLSA (9th Cir.), 204:AA-1 (10/26/09); text, 204:E-1 (10/26/09)

Res judicata, prior class settlement (N.D. Okla.), 188:A-2 (10/1/09)

Retaliation, fair distribution, UNITE HERE (W.D.N.Y.), 199:AA-1 (10/19/09)

SCA coverage, FLSA suit (N.D. Ill.), 194:A-12 (10/9/09)

Stone and Webster Constr., computations, bonuses, back pay, DOL, 195:A-11 (10/13/09)

United Renovations, FLSA, back pay, DOL, 205:A-11 (10/27/09)

Wells Fargo, FLSA overtime, IT worker misclassifications, class certification (N.D. Cal.), 207:A-9 (10/29/09)

**P****PAPER INDUSTRY**

International Paper, layoffs, plant closures, 203:A-11 (10/23/09)

MeadWestvaco, representation, runoff between USW, independent, 193:A-2 (10/8/09); independent wins, 198:A-11 (10/16/09); NLRB certification, 207:A-12 (10/29/09)

**PAY EQUITY**

Cal. bill, veto, 198:A-7 (10/16/09)

**PBGC** *See* PENSION BENEFIT GUARANTY CORPORATION (PBGC)**PENALTIES**

Child labor, market research firm, teens, DOL, 192:A-13 (10/7/09)

N.Y., sexual harassment, faithless servant doctrine, forfeiture of CEO salary, bonuses (Mass.), 197:A-9 (10/15/09)

Safety and health

—Confined space violations, OSHA fines, 199:A-6 (10/19/09)

—FLSA, teen parking valet fatality, DOL fines, 199:A-14 (10/19/09)

—Franklin Non-Ferrous Foundry, lead exposure, respiratory protection, OSHA fines, 206:A-8 (10/28/09)

—Pet food firm, combustible dust, PPE violations, OSHA fines, 199:A-14 (10/19/09)

—Poultry plant fatality, evidence, OSHRC review (5th Cir.), 199:A-5 (10/19/09)

—Refinery violations, OSHA fines, 194:A-6 (10/9/09)

—Retreat mining fatality, MSHA fines, 200:A-7 (10/20/09)

—Trenching hazards, OSHA fines, 195:A-4 (10/13/09)

State OSH programs, penalty disparities, OSHA plans review, 208:A-2 (10/30/09)

**PENNSYLVANIA**

Collateral estoppel, independent contractor status, UI ruling precludes wage claims (E.D. Pa.), 195:AA-1 (10/13/09)

**PENSION AND WELFARE BENEFITS ADMINISTRATION** *See now* EMPLOYEE BENEFITS SECURITY ADMINISTRATION (EBSA)

BENEFITS SECURITY ADMINISTRATION (EBSA)

**PENSION BENEFIT GUARANTY CORPORATION (PBGC)**

Annuity purchases by employers before plan termination, lump sum restrictions, distress terminations, PBGC views, 197:A-6 (10/15/09)

Flat-rate premium increases for plan year 2010, 200:A-11 (10/20/09)

Insurance, maximum benefit, 2010 terminations, 207:A-15 (10/29/09)

Lien on warehouse, priority, ERISA preemption, state law "tax sale" effects (N.D. W.Va.), 203:A-5 (10/23/09)

Preserve Benefits and Jobs Act. *See* LEGISLATION, FEDERAL, HR 3936**PENSION PROTECTION ACT (PPA)**Preserve Benefits and Jobs Act. *See* LEGISLATION, FEDERAL, HR 3936

§414(x) defined benefit plans with auto-enrollment, strong vesting, IRS regulations, 196:A-7 (10/14/09)

**PENSIONS**

Annuity purchases by employers before plan

## **PENSIONS** —Contd.

Annuity purchases by employers before plan termination, lump sum restrictions, distress terminations, PBGC views —Contd.  
termination, lump sum restrictions, distress terminations, PBGC views, 197:A-6 (10/15/09)  
Cash balance plans. *See* CASH BALANCE PLANS  
COLAs, 2010 plan benefits limited to 2009 levels, 199:A-4 (10/19/09)  
Contributions from employers, value as percentage of pay, 2002-2008, 203:A-6 (10/23/09)  
Employer-based systems, ERISA flaws, improvements vowed, 202:A-11 (10/22/09)  
ERISA. *See* ERISA  
Flat-rate premium increases for plan year 2010, PBGC, 200:A-11 (10/20/09)  
Form 5500, Schedule C guidance, EBSA Q&A, 205:A-5 (10/27/09)  
Funding and benefits, IRS final rules, comments, 198:A-5 (10/16/09)  
Funding status decline, freeze, IFEPB survey, 188:A-7 (10/1/09)  
Institutional investment, strategy trends, 2009 report, Conf. Bd., 196:A-5 (10/14/09)  
PPA. *See* PENSION PROTECTION ACT (PPA)  
Preserve Benefits and Jobs Act. *See* LEGISLATION, FEDERAL, HR 3936  
2009 Form 5500, DOL electronic filing webcast, 207:A-14 (10/29/09)

## **PERSONAL PROTECTIVE EQUIPMENT (PPE)**

Continuous personal dust monitors, request for comments, MSHA, 196:A-13 (10/14/09)  
H1N1 virus (Swine Flu), respirators. *See* H1N1 VIRUS  
Pet food firm violations, OSHA fines, 199:A-14 (10/19/09)

## **PETROLEUM** *See* OIL AND GAS

## **PHARMACEUTICAL INDUSTRY**

Astra USA, sexual harassment, N.Y. faithless servant doctrine, forfeiture of CEO salary, bonuses (Mass.), 197:A-9 (10/15/09)  
Pfizer, FMLA interference, adoption-related leave (U.S., rev den), 191:B-10 (10/6/09)

## **PHYSICIANS**

H1N1 virus (Swine Flu). *See* H1N1 VIRUS  
Health reform, public option support survey, 190:A-17 (10/5/09)  
N.Y., health care workers, mandatory flu vaccinations, TRO (N.Y. Sup. Ct.), 199:A-1 (10/19/09); vaccine shortages, rule suspended, 204:A-7 (10/26/09)

## **PLANT CLOSINGS**

American Airlines, Mo. maintenance base, 207:A-11 (10/29/09)  
Dell, N.C. desktop facility, 193:A-9 (10/8/09)  
International Paper, 203:A-11 (10/23/09)  
TAA. *See* TRADE ADJUSTMENT ASSISTANCE (TAA)

## **PLAs** *See* PROJECT LABOR AGREEMENTS (PLAs)

## **POLICE** *See* LAW ENFORCEMENT EMPLOYEES

## **POLITICAL ACTIVITIES**

U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## **POSTAL SERVICE (USPS)**

FMLA, service time shortfall (U.S., rev den), 191:B-6 (10/6/09)

## **POSTING NOTICES**

ADAAA, EEOC, 207:A-15 (10/29/09)  
GINA, EEOC, 207:A-15 (10/29/09)

## **POULTRY PROCESSING**

Sanderson Farms, fatality, evidence, OSHRC review (5th Cir.), 199:A-5 (10/19/09)

## **PPA** *See* PENSION PROTECTION ACT (PPA)

## **PPI** *See* PRODUCER PRICE INDEX (PPI)

## **PRE-EMPLOYMENT TESTING**

China, hepatitis B screening, 200:A-6 (10/20/09)

## **PREEMPTION**

ERISA  
—Discretionary clauses, Mont. prohibition (9th Cir.), 206:AA-1 (10/28/09); text, 206:E-1 (10/28/09)  
—PBGC lien on warehouse, priority, W.Va. “tax sale” effects (N.D. W.Va.), 203:A-5 (10/23/09)  
—Play or pay health care law (U.S., brief invited), 191:B-1 (10/6/09)  
FEHBA, Ill. insurance claims, partial or complete (U.S., rev grant), 196:AA-1 (10/14/09)  
FELA, RLA, FRSA, Cal. whistleblowing (E.D. Cal.), 206:A-6 (10/28/09)  
NLRA, meal and rest breaks, Ill. law (U.S., rev den), 191:B-5 (10/6/09)

## **PREGNANCY DISCRIMINATION**

Cal., dental x-ray work, essential job function, duty to shift jobs (Cal. Ct. App.), 207:A-1 (10/29/09)

## **PRELIMINARY AND POSTLIMINARY ACTIVITIES**

Donning and doffing. *See* CLOTHES CHANGING  
Off-the-clock work. *See* OFF-THE-CLOCK WORK

## **PREVAILING WAGES**

Davis-Bacon Act. *See* DAVIS-BACON ACT  
SCA. *See* SERVICE CONTRACT ACT (SCA)  
State laws. *See specific states*

## **PRISONS** *See* CORRECTIONAL FACILITIES

## **PRIVACY**

SCA, MySpace postings (D.N.J.), 189:A-10 (10/2/09)

## **PRIVILEGE**

Attorney-client  
—Sexual harassment, discovery order, EEOC questionnaire, cover letter (E.D. Cal.), 203:A-3 (10/23/09)  
—SOX retaliation, evidence (DOL ARB), 192:A-10 (10/7/09)  
—Waiver, appealability of discovery order (U.S., oral arg), 191:AA-1 (10/6/09)  
U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## **PRODUCER PRICE INDEX (PPI)**

BLS data, Sept., 2009, 201:D-1 (10/21/09)

## **PRODUCTIVITY**

Industrial production and capacity, Federal Reserve Board report, Sept., 2009, 199:D-1 (10/19/09)  
International manufacturing productivity report, 2008, BLS, 203:D-11 (10/23/09)

## **PROJECT LABOR AGREEMENTS (PLAs)**

Federal construction regulations, building trades seek broader scope, contractors say counterproductive, 196:C-1 (10/14/09)

## **PROMOTIONS**

Race bias  
—County failure to post vacancy, constructive discharge (S.D. Ill.), 199:A-1 (10/19/09)  
—Testing, weighting of written versus oral portions, disparate impact (D. Conn.), 200:A-8 (10/20/09)

## **PUNITIVE DAMAGES**

Mass., sex bias, retaliation egregious (Mass.), 193:A-1 (10/8/09)  
SCA, MySpace postings (D.N.J.), 189:A-10 (10/2/09)

## **PWBA (PENSION AND WELFARE BENEFITS ADMINISTRATION)** *See now* EMPLOYEE BENEFITS SECURITY ADMINISTRATION (EBSA)

## **R**

### **RACIAL DISCRIMINATION**

Associational, interracial dating (N.D.N.Y.), 204:A-3 (10/26/09)  
Contract worker, mandatory arbitration (Wash. Ct. App.), 199:A-5 (10/19/09)  
Hiring  
—Criteria, use of credit, criminal histories, EEOC class suit (D. Md.), 189:A-8 (10/2/09)  
—Test-based, disparate impact, timeliness of firefighters claims (U.S., rev grant), 188:AA-1 (10/1/09)  
Locus of decision, AFSCME organizer working elsewhere may sue under local law (D.C.), 189:A-5 (10/2/09)  
Promotions  
—County failure to post vacancy, constructive discharge (S.D. Ill.), 199:A-1 (10/19/09)  
—Testing, written versus oral, disparate impact (D. Conn.), 200:A-8 (10/20/09)  
Res judicata, §1981 claim, Title VII dismissal precludes (3d Cir.), 194:AA-1 (10/9/09); text, 194:E-1 (10/9/09)  
Retaliation  
—Negative references, law firm “blackballing,” evidence (S.D.N.Y.), 207:AA-1 (10/29/09); correction, 208:A-13 (10/30/09)  
Summary judgment abuse, de novo review (Cal. Ct. App.), 197:A-7 (10/15/09)  
U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

### **RACIAL HARASSMENT**

Association bias, police department (Cal. Super. Ct.), 194:A-8 (10/9/09)  
Fla. parks worker, DOJ settlement (M.D. Fla.), 190:A-7 (10/5/09)

### **RAILROADS**

Frit Car, confined space violations, OSHA fines, 199:A-6 (10/19/09)  
Union Pacific Railroad  
—RLA, due process, arbitration, valid grounds for dismissal of grievances (U.S., oral arg), 193:AA-1 (10/8/09)  
—Whistleblowing, federal preemption, FELA, RLA, FRSA (E.D. Cal.), 206:A-6 (10/28/09)

### **RAILWAY LABOR ACT (RLA)**

Cal. whistleblowing, preemption (E.D. Cal.), 206:A-6 (10/28/09)  
Due process, arbitration, valid grounds for dismissal of grievances (U.S., oral arg), 193:AA-1 (10/8/09)  
NMB actions. *See* NATIONAL MEDIATION BOARD (NMB)  
U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

### **RECOGNITION OF UNIONS**

Card check authorization  
—Employee Free Choice Act (EFCA). *See* LEGISLATION, FEDERAL, HR 1409, S 560  
—LMRA §302, access during organizing (U.S., rev den), 191:B-2 (10/6/09)

### **RECORDKEEPING**

FLSA violations, DOL suit (E.D.N.Y.), 198:A-4 (10/16/09)

**RECORDKEEPING** —Contd.

Ill. wage and hour, class settlement (N.D. Ill.), 189:A-16 (10/15/09)  
 Injuries and illnesses, underreporting, OSHA emphasis program, 189:A-3 (10/2/09)

**RECRUITING**

Am. Staffing Grp., Del Monte Fresh Produce, clothes changing, breaks, compensation of minimum wage workers (Ore. Cir. Ct.), 195:A-8 (10/13/09)  
 Global Horizons Manpower, H-2A visa workers, breach of contract (Cal. Super. Ct.), 188:A-3 (10/1/09)  
 Universal Placement Intl., La., AFT charges state licensing and H-1B visa violations, 189:A-8 (10/2/09); DOL complaint, 207:A-6 (10/29/09)

**REDUCTIONS IN FORCE (RIFs)**

ADEA pretext, FMLA interference (M.D. Fla.), 197:A-11 (10/15/09)  
 —Layoff announcements. *See* LAYOFF ANNOUNCEMENTS

District of Columbia Education Servs., AFGE, contracting out, due process, contract clause (D.D.C.), 208:A-7 (10/30/09)  
 ULPs, IAM organizers targeted for RIF, remedy, 208:A-10 (10/30/09)

**REFERENCES AND INFORMATION CHECKING**

Retaliation, negative references, “blackballing,” evidence (S.D.N.Y.), 207:AA-1 (10/29/09); correction, 208:A-13 (10/30/09)

**REFINERIES** *See* OIL AND GAS**REHABILITATION ACT**

EEOC, mediation, settlement, waiver, coercion (EEOC), 204:A-5 (10/26/09)  
 Home health care, Fresno County, challenge to Cal. wage, benefits cuts (N.D. Cal.), 204:A-4 (10/26/09)  
 Standing to sue, retaliation, 3d party complaint (9th Cir.), 205:AA-1 (10/27/09)

**RELIGIOUS DISCRIMINATION**

Res judicata, §1981 claim, Title VII dismissal precludes (3d Cir.), 194:AA-1 (10/9/09); text, 194:E-1 (10/9/09)  
 Summary judgment abuse, de novo review (Cal. Ct. App.), 197:A-7 (10/15/09)

**RELIGIOUS ORGANIZATIONS**

N.Y. Annual Conf. of United Methodist Church, ADEA, mandatory retirement, 1st Amend. ministerial exception (2d Cir.), 197:A-4 (10/15/09)  
 United Christian Evangelistic Org., sexual harassment, retaliation, proxy employer, tangible employment action (S.D. Fla.), 190:A-15 (10/5/09)

**REPORTING REQUIREMENTS**

Accidents. *See* INJURIES AND ILLNESSES

**REPRESENTATION ELECTIONS**

Balloting, NMB certification based on plurality vote, 189:A-16 (10/2/09); correction, 192:A-15 (10/7/09)  
 Caritas Christi Health Care, Norwood Hosp., 1199SEIU win, 195:A-2 (10/13/09)  
 Delta-Northwest merger, NMB determinations, 192:A-6 (10/7/09)  
 MeadWestvaco, runoff between USW, independent, 193:A-2 (10/8/09); independent wins, 198:A-11 (10/16/09); NLRB certification, 207:A-12 (10/29/09)  
 NLRB cases, English and Spanish language videos, 194:A-14 (10/9/09)  
 Sequoias Portola Valley Hosp., housekeepers, NUHW certified, 196:A-2 (10/14/09)

**RES JUDICATA**

Overtime, prior class settlement (N.D. Okla.), 188:A-2 (10/1/09)  
 §1981 claim, Title VII dismissal precludes (3d Cir.), 194:AA-1 (10/9/09); text, 194:E-1 (10/9/09)

**RETAIL INDUSTRY**

Family Dollar, overtime, FLSA executive exemption (U.S., rev den), 191:B-4 (10/6/09)  
 Holidays, 2009 seasonal hiring projections, BLS, 202:A-9 (10/22/09)  
 Sales, Census Bureau reports, Sept., 2009, 197:D-4 (10/15/09)  
 Wal-Mart  
 —ADA, regarded as disabled, standing major life activity, greeter accommodation (W.D. La.), 195:A-10 (10/13/09)  
 —Corporate-owned life insurance (COLI), Fla. law, retroactivity (11th Cir.), 200:A-3 (10/20/09)  
 —Sex bias, retaliation, front pay, punitive damages (Mass.), 193:A-1 (10/8/09)

**RETALIATION**

ADA, Rehabilitation Act, standing to sue, 3d party complaint (9th Cir.), 205:AA-1 (10/27/09)  
 FLSA, written complaint requirement, rehearing denied (7th Cir.), 198:A-1 (10/16/09); text, 198:E-1 (10/16/09)  
 FMLA  
 —Adoption-related leave (U.S., rev den), 191:B-10 (10/6/09)  
 —No detrimental reliance (W.D. La.), 195:A-10 (10/13/09)  
 Race, sex, national origin bias, law firm “blackballing,” evidence (S.D.N.Y.), 207:AA-1 (10/29/09); correction, 208:A-13 (10/30/09)  
 Sex bias, Wal-Mart, front pay, punitive damages (Mass.), 193:A-1 (10/8/09)  
 Sexual harassment  
 —Cal. reduction of punitive damages (U.S., rev den), 191:B-7 (10/6/09)  
 —Church chauffeur, proxy employer, tangible employment action (S.D. Fla.), 190:A-15 (10/5/09)  
 —Evidence, defense document forged, answer struck (N.D. Ga.), 202:A-6 (10/22/09)  
 —Opposition activity, participation in probe (M.D. Tenn.), 201:A-7 (10/21/09)  
 —Verizon Pa., plastic rat, written threats, EEOC suit (E.D. Pa.), 189:A-1 (10/2/09)  
 Tenn., at-will firing, advice to facilitate adoption violated hospital policy, HIPAA (Tenn. Ct. App.), 197:A-14 (10/15/09)  
 Title VII  
 —Choice of remedies grievance arbitration, administrative, or judicial (U.S., rev den), 191:B-8 (10/6/09)  
 —Overtime, fair distribution, UNITE HERE (W.D.N.Y.), 199:AA-1 (10/19/09)  
 Vt., disability bias, sexual harassment, workers' comp, individual “agent” liability (Vt.), 196:A-5 (10/14/09)  
 Whistleblowers, SOX. *See* SARBANES-OXLEY ACT (SOX)

**RETIREE HEALTH BENEFITS**

Contributions from employers, value as percentage of pay, 2002-2008, 203:A-6 (10/23/09)  
 Employer-based systems, administration improvements, ERISA flaws, 202:A-11 (10/22/09)  
 ERISA, plan changes, rights reserved (S.D. Iowa), 202:A-5 (10/22/09)

**RETIREMENT**

Cash balance plans. *See* CASH BALANCE PLANS  
 Early. *See* EARLY RETIREMENT  
 ERISA. *See* ERISA  
 Health benefits. *See* RETIREE HEALTH BENEFITS  
 Mandatory. *See* MANDATORY RETIREMENT  
 Pensions. *See* PENSIONS

Phased, flexible work arrangements, 204:A-13 (10/26/09)

**RIFs** *See* REDUCTIONS IN FORCE (RIFs)

**RLA** *See* RAILWAY LABOR ACT (RLA)

**S**

**SAG** *See* SCREEN ACTORS GUILD (SAG)

**SARBANES-OXLEY ACT (SOX)**

Jurisdiction, failure to appeal preliminary findings, final administrative decision (S.D.N.Y.), 201:A-3 (10/21/09)  
 Retaliation, evidence, attorney-client privilege (DOL ARB), 192:A-10 (10/7/09)

**SCA (SERVICE CONTRACT ACT)** *See* SERVICE CONTRACT ACT (SCA)

**SCA (STORED COMMUNICATIONS ACT)** *See* STORED COMMUNICATIONS ACT (SCA)

**SCREEN ACTORS GUILD (SAG)**

Video game industry, tentative accord, 191:A-7 (10/6/09)

**SECURITIES**

Brokerages. *See* FINANCIAL INSTITUTIONS  
 ESOPs. *See* EMPLOYEE STOCK OWNERSHIP PLANS (ESOPs)  
 Executive compensation, incentive grant practices, 2009 Top 250 Report, 195:A-5 (10/13/09)  
 Stock options. *See* STOCK OPTIONS

**SECURITY GUARDS**

Art Inst. of Chicago, ERISA interference, §510 (N.D. Ill.), 205:A-2 (10/27/09)

**SECURITY, WORKPLACE**

Background checks guidance, 190:A-18 (10/5/09)

**SERVICE CONTRACT ACT (SCA)**

Computer Sciences, USCIS contractor, back pay, DOL recovery (N.D. Ill.), 194:A-14 (10/9/09)  
 Overtime, SCA coverage, FLSA suit (N.D. Ill.), 194:A-12 (10/9/09)

**SERVICE EMPLOYEES (SEIU)**

Local 500, child care, Md. home-based contractors pact, governor signs, 198:A-15 (10/16/09)  
 Local 721, Los Angeles County employees, tentative pacts, 193:A-11 (10/8/09)  
 NUHW representation petitions, status of charges, 196:A-2 (10/14/09)  
 United Healthcare Workers East (1199SEIU)  
 —Allegheny Gen. Hosp., RNs, ratification, 200:A-10 (10/20/09)  
 —Caritas Christi Health Care, Norwood Hosp. win, 195:A-2 (10/13/09)  
 United Healthcare Workers-West (UHW), Daughters of Charity Hosps., 5 pacts ratified, 207:A-9 (10/29/09)

**SETTLEMENTS**

Attorney ethics, criminal fraud, restitution (C.D. Cal.), 190:A-11 (10/5/09)  
 Class action, lack of notice to lawyer, putative class members invalidates (Wash. Ct. App.), 188:A-8 (10/1/09)  
 Rehabilitation Act, mediation, waiver, coercion (EEOC), 204:A-5 (10/26/09)  
 Res judicata, prior class accord, overtime (N.D. Okla.), 188:A-2 (10/1/09)

**SEX DISCRIMINATION**

Hiring criteria, use of credit, criminal histories, EEOC class suit (D. Md.), 189:A-8 (10/2/09)

## **SEX DISCRIMINATION** —Contd.

### **Retaliation**

—Negative references, law firm “blackballing,” evidence (S.D.N.Y.), 207:AA-1 (10/29/09); correction, 208:A-13 (10/30/09)  
Retaliation, Wal-Mart, front pay, punitive damages (Mass.), 193:A-1 (10/8/09)

## **SEXUAL HARASSMENT**

Continuing violation, reassignment intervening act, untimely (5th Cir.), 203:AA-1 (10/23/09); text, 203:E-2 (10/23/09)  
Discovery order, EEOC questionnaire, cover letter, attorney-client privilege (E.D. Cal.), 203:A-3 (10/23/09)  
Dominion Correctional Servs., Corrections Corp. of Am., quid pro quo, rape, EEOC settlement (D. Colo.), 199:A-3 (10/19/09)  
Evidence, plaintiff dress, speech, conduct relevant (Mass.), 206:A-3 (10/28/09)  
Penalties, N.Y. faithless servant doctrine, forfeiture of CEO salary, bonuses (Mass.), 197:A-9 (10/15/09)  
Retaliation  
—Church chauffeur, proxy employer, tangible employment action (S.D. Fla.), 190:A-15 (10/5/09)  
—Evidence, defense document forged, answer struck (N.D. Ga.), 202:A-6 (10/22/09)  
—Opposition activity, participation in probe (M.D. Tenn.), 201:A-7 (10/21/09)  
—Punitive damages, Cal. reduction (U.S., rev den), 191:B-7 (10/6/09)  
—Verizon Pa., plastic rat, written threats, EEOC suit (E.D. Pa.), 189:A-1 (10/2/09)  
Same-sex conduct bullying, not “because of sex” (5th Cir.), 206:A-2 (10/28/09)

## **SEXUAL ORIENTATION DISCRIMINATION**

State law bias bans, GAO report, 194:A-4 (10/9/09)

## **SHEET METAL WORKERS (SMWIA)**

Local 73 pension fund, service credits, contributing employer, trade school instructors (7th Cir.), 206:A-9 (10/28/09)

## **SMALL BUSINESSES**

Free enterprise, job creation, Chamber of Commerce campaign, 197:A-13 (10/15/09)  
Health Care Reform and Small Business, CRS report, 191:A-10 (10/6/09)

## **SMWIA** *See* SHEET METAL WORKERS (SMWIA)

## **SOCIAL SECURITY ADMINISTRATION (SSA)**

2010 benefits, no COLA, 198:A-13 (10/16/09)

## **SOCIAL SECURITY NUMBERS**

No-match regulation. *See* EMPLOYMENT ELIGIBILITY VERIFICATION

## **SOX** *See* SARBANES-OXLEY ACT (SOX)

## **STANDING TO SUE**

ADA, Rehabilitation Act, retaliation, 3d party complaint (9th Cir.), 205:AA-1 (10/27/09)

## **STATE AND LOCAL GOVERNMENT EMPLOYEES**

Police. *See* LAW ENFORCEMENT EMPLOYEES

## **STATE AND LOCAL GOVERNMENTS**

Emergency Unemployment Compensation Extension Act. *See* LEGISLATION, FEDERAL, HR 3548, S 1699

## **STATE AND LOCAL LAWS**

Sexual orientation, gender identity bias bans, state laws, GAO report, 194:A-4 (10/9/09)  
State OSH programs, penalty disparities, OSHA plans review, 208:A-2 (10/30/09)

## **STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME)**

Long Island Head Start Child Dev. Servs., management rights, automatic renewal (NLRB), 192:A-12 (10/7/09); text, 192:E-1 (10/7/09)  
Race bias, locus of decision, organizer working elsewhere may sue under local law (D.C.), 189:A-5 (10/2/09)

## **STATUTES OF LIMITATIONS**

ADEA, Texas, sovereign immunity, waiver (U.S., rev den), 201:A-4 (10/21/09)  
Race bias, timeliness of test-based hiring claims (U.S., rev grant), 188:AA-1 (10/1/09)  
Res judicata, §1981 claim, Title VII dismissal precludes (3d Cir.), 194:AA-1 (10/9/09); text, 194:E-1 (10/9/09)  
Sexual harassment, continuing violation, reassignment intervening act, untimely (5th Cir.), 203:AA-1 (10/23/09); text, 203:E-2 (10/23/09)  
SOX, jurisdiction, failure to appeal preliminary findings, final administrative decision (S.D.N.Y.), 201:A-3 (10/21/09)  
U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## **STEEL INDUSTRY**

U.S. Steel, overtime, walking to and from work stations, FLSA collective action (N.D. Ind.), 202:A-7 (10/22/09)

## **STEELWORKERS (USW)**

Bridgestone Americas Tire Operations, master pact ratification, 191:A-6 (10/6/09)  
Cal. car washes, intimidation, interference with organizing, NLRB enforcement (Cal. Super. Ct.), 196:A-10 (10/14/09)  
Climate change legislation, economic policy report, 189:A-9 (10/2/09)  
Kennecott Utah Copper, pact ratified, 190:A-12 (10/5/09)  
Local 1123, Timken tentative pact, 200:A-2 (10/20/09)  
Local 2635-06, AmeriServ Fin. Bank pact ratified, 205:A-10 (10/27/09)  
Manufacturing business model, worker-owned cooperatives, USW-Mondragon Internacional accord, 206:A-1 (10/28/09)  
MeadWestvaco, representation, runoff between USW, independent, 193:A-2 (10/8/09); independent wins, 198:A-11 (10/16/09); NLRB certification, 207:A-12 (10/29/09)

## **STIMULUS PLANS**

ARRA. *See* AMERICAN RECOVERY AND REINVESTMENT ACT (ARRA)  
Job creation tax credit, partisan rift, 194:A-2 (10/9/09); would create 5 million jobs, policy brief, 201:A-7 (10/21/09)  
Joblessness, federal “safety net” improvements, new stimulus, House hearing, 194:A-10 (10/9/09)  
Third program unlikely, House Speaker eyes job-boosting options, 202:A-11 (10/22/09)

## **STOCK OPTIONS**

Contractual rights, forfeiture, revenue goals (7th Cir.), 207:A-7 (10/29/09)  
Executive compensation, incentive grant practices, 2009 Top 250 Report, 195:A-5 (10/13/09)

## **STORED COMMUNICATIONS ACT (SCA)**

Privacy, MySpace postings (D.N.J.), 189:A-10 (10/2/09)

## **STRIKE REPLACEMENTS**

Secrecy, failure to reinstate, ULPs (U.S., rev den), 196:AA-4 (10/14/09)

## **STRIKES**

CNA/NNOC, H1N1 pandemic, poor readiness, one-

day protest, 200:A-10 (10/20/09); canceled, talks resume, 208:A-11 (10/30/09)

## **SUBJECTS FOR BARGAINING**

Influenza, mandatory vaccination, LMRA challenge (W.D. Wash.), 190:A-14 (10/5/09)

## **SUBPOENAS**

NLRB, revocation petitions, e-filing, 204:A-14 (10/26/09); text, 204:E-6 (10/26/09)

## **SUCCESSOR EMPLOYERS**

Horizons Youth Servs., successor contractor, duty to recognize, bargain (NLRB), 199:A-10 (10/19/09)  
Massey Energy, Mammoth Coal ULPs (NLRB), 190:A-1 (10/5/09); text, 190:E-22 (10/5/09)  
Meridian Mgt., subcontractor pact, arbitration (2d Cir.), 195:A-1 (10/13/09); text, 195:E-1 (10/13/09)  
Parksite Group, ULPs (NLRB), 190:A-9 (10/5/09); text, 190:E-67 (10/5/09)

## **SUPREME COURT, U.S.**

ADEA, sovereign immunity, waiver, timing (rev den), 201:A-4 (10/21/09)  
Attorney-client privilege, waiver, appealability of discovery order (oral arg), 191:AA-1 (10/6/09)  
Civil Rights Attorneys' Fees Awards Act, enhancement beyond lodestar, scope of federal courts' discretion (oral arg), 197:AA-1 (10/15/09)  
Docket overview, 2009-2010 term, 189:AA-1 (10/2/09)  
ERISA

—Coverage denials, disclosure of internal guidelines (rev den), 191:B-9 (10/6/09)  
—Preemption, San Francisco play or pay health care law (brief invited), 191:B-1 (10/6/09)  
FLSA, overtime, executive exemption (U.S., rev den), 191:B-4 (10/6/09)  
FMLA  
—Interference, retaliation, adoption-related leave (rev den), 191:B-10 (10/6/09)  
—Service time shortfall (rev den), 191:B-6 (10/6/09)  
Health insurance benefits denial, extent of FEHBA preemption, FEHBP jurisdiction (rev grant), 196:AA-1 (10/14/09)  
LMRA §302, neutrality/card check agreements, access during organizing (rev den), 191:B-2 (10/6/09)  
LMRDA, fiduciary breach, implied right of action by union against former officer (rev den), 196:AA-2 (10/14/09)

## **NLRA**

—NLRB quorum, §3(b) challenge, authority of 2-member Board to issue rulings, Circuits split (briefs filed), 197:A-15 (10/15/09)  
—Preemption, meal and rest breaks, Ill. law (rev den), 191:B-5 (10/6/09)  
—Secret strike replacements, failure to reinstate (rev den), 196:AA-4 (10/14/09)

Race bias, test-based hiring, disparate impact, timeliness of firefighters claims (rev grant), 188:AA-1 (10/1/09)  
Review denied, case summaries, 191:E-1 (10/6/09); 196:E-1 (10/14/09); 201:E-1 (10/21/09)  
RLA, due process, arbitration, valid grounds for dismissal of grievances (oral arg), 193:AA-1 (10/8/09)  
Sexual harassment, retaliation, Cal. reduction of punitive damages (rev den), 191:B-7 (10/6/09)  
Title VII, choice of remedies grievance arbitration, administrative, or judicial (rev den), 191:B-8 (10/6/09)

## **SWINE FLU** *See* H1N1 VIRUS

## **T**

**TAA** *See* TRADE ADJUSTMENT ASSISTANCE (TAA)

## **TAFT-HARTLEY ACT**

NLRA as amended. *See* NATIONAL LABOR RELATIONS ACT (NLRA)

## **TANF** *See* TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

## **TARP** *See* TROUBLED ASSET RELIEF PROGRAM (TARP)

## **TAXATION**

Health care reform

—Am. Benefits Council priorities, 196:A-3 (10/14/09)

—“Cadillac” plans excise tax, effects on taxpayers, 191:A-5 (10/6/09)

Job creation tax credit proposal, roadblocks, Ways and Means discussions, 207:A-4 (10/29/09)

Job-sharing tax credit proposal, jobs creation, issue brief, 206:A-8 (10/28/09)

Pensions

—§402(f) safe harbor, IRS model notice update, 196:A-7 (10/14/09)

—§415, COLAs, 2010 plan benefits limited to 2009 levels, 199:A-4 (10/19/09)

Stimulus job creation tax credit, partisan rift, 194:A-2 (10/9/09); would create 5 million jobs, policy brief, 201:A-7 (10/21/09)

2008 rebates, uses surveyed, BLS report, 199:A-9 (10/19/09)

## **TEACHERS (AFT)**

Locals 1560, 1559, La., union charges exploitation of H-1B teachers by unlicensed recruiter, 189:A-8 (10/2/09); DOL complaint, 207:A-6 (10/29/09)

Local 4986, successor contractor, duty to recognize, bargain (NLRB), 199:A-10 (10/19/09)

N.Y. State United Teachers (NYSUT), agency fees, 1st Amend., chargeability of union expenses (2d Cir.), 198:AA-1 (10/16/09); text, 198:E-5 (10/16/09)

## **TEAMSTERS (IBT)**

AirTran Airways, mechanics pact ratified, 202:A-9 (10/22/09)

Continental Airlines, fleet service, representation petition, 199:A-13 (10/19/09)

Hours of service, FMCSA rule, DOT revision (D.C. Cir.), 206:A-13 (10/28/09)

Local 671, Parksite Group ULPs (NLRB), 190:A-9 (10/5/09); text, 190:E-67 (10/5/09)

## **TELECOMMUNICATIONS**

AT&T

—Core wireline legacy unit, CWA ratification, 190:A-16 (10/5/09)

—National pact, IBEW, ratified, 188:A-1 (10/1/09)

—Southwest, CWA tentative pact, 196:A-12 (10/14/09)

FairPoint Commc'ns, bankruptcy, IBEW, CWA concessions talks, 206:A-7 (10/28/09)

Sprint-Nextel, SOX retaliation, evidence, attorney-client privilege (DOL ARB), 192:A-10 (10/7/09)

Verizon Pa., sexual harassment, retaliation, EEOC suit (E.D. Pa.), 189:A-1 (10/2/09)

## **TELEVISION AND RADIO ARTISTS (AFTRA)**

Video game industry, tentative accord, 191:A-7 (10/6/09)

## **TEMPORARY AGENCIES**

Kelly Servs., Ill. wage and hour violations, class settlement (N.D. Ill.), 197:A-16 (10/15/09)

## **TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)**

Public assistance, federal “safety net” improvements, funding, House hearing, 194:A-10 (10/9/09)

## **TENNESSEE**

Chattanooga, Volkswagen plant hiring, 206:A-12 (10/28/09)

Nashville, sexual harassment, retaliation, opposition activity, participation in probe (M.D. Tenn.), 201:A-7 (10/21/09)

Retaliation, at-will firing, advice to facilitate adoption violated hospital policy, HIPAA (Tenn. Ct. App.), 197:A-14 (10/15/09)

## **TESTING**

Laboratory Corp. of Am., RIF, ADEA pretext, FMLA interference (M.D. Fla.), 197:A-11 (10/15/09)

U.S. Supreme Court docket, 2009-2010 term, 189:AA-1 (10/2/09)

## **TEXAS**

ADEA, sovereign immunity, waiver, timing (U.S., rev den), 201:A-4 (10/21/09)

## **TEXTILE INDUSTRY**

Invista, production shift to Mexico, TAA/ATAA eligibility, link to prior certification (Ct. Intl. Trade), 197:A-10 (10/15/09)

## **TGAAA** *See* TRADE AND GLOBALIZATION ADJUSTMENT ASSISTANCE ACT (TGAAA)

## **TIRE INDUSTRY**

Bridgestone Americas Tire Operations, USW master pact ratification, 191:A-6 (10/6/09)

## **TITLE VII DISCRIMINATION**

Choice of remedies grievance arbitration, administrative, or judicial (U.S., rev den), 191:B-8 (10/6/09)

Res judicata, §1981 claim, Title VII dismissal precludes (3d Cir.), 194:AA-1 (10/9/09); text, 194:E-1 (10/9/09)

## **TNG** *See* NEWSPAPER GUILD (TNG-CWA)

## **TRADE ADJUSTMENT ASSISTANCE (TAA)**

Eligibility, link to prior certification (Ct. Intl. Trade), 197:A-10 (10/15/09)

Outsourcing, foreign trade, FY2010 allocations to states, 202:A-12 (10/22/09)

TGAAA effects, ETA explains, 188:A-13 (10/1/09)

## **TRADE AND GLOBALIZATION ADJUSTMENT ASSISTANCE ACT (TGAAA)**

Effects on TAA, ETA explains, 188:A-13 (10/1/09)

## **TRAINING**

Airline Safety and Pilot Training Improvement Act. *See* LEGISLATION, FEDERAL, HR 3371

Georgia Works, UI benefits cover job without pay for 6 weeks, model for other states, 205:C-1 (10/27/09)

GlobalFoundries, education, job creation, 191:A-6 (10/6/09)

Recovery Through Retrofit, home energy efficiency, Biden proposal, 200:A-5 (10/20/09)

TAA, ETA explains TGAAA effects, 188:A-13 (10/1/09)

Veterans Retraining Act. *See* LEGISLATION, FEDERAL, HR 1168

WIA. *See* WORKFORCE INVESTMENT ACT (WIA)

## **TRANSGENDERED INDIVIDUALS**

Identity issues. *See* GENDER IDENTITY

## **TRANSPORT WORKERS (TWU)**

Local 530, American Airlines maintenance base closure, 207:A-11 (10/29/09)

## **TRANSPORTATION DEPARTMENT (DOT)**

Hours of service, FMCSA rule, DOT revision (D.C. Cir.), 206:A-13 (10/28/09)

Text messaging ban, 189:A-13 (10/2/09)

## **TREASURY DEPARTMENT**

Cash balance plans, year-end guidance, interest crediting rates, 191:A-5 (10/6/09)

## **TREASURY EMPLOYEES (NTEU)**

FEHBP premium costs, 2010, 188:A-8 (10/1/09)

Retirement benefits. *See* LEGISLATION, FEDERAL, HR 2647, S 1390

## **TRENDS**

Georgia Works, UI benefits cover job without pay during training period, model for other states, 205:C-1 (10/27/09)

## **TRIAL PRACTICE**

Claim preclusion. *See* RES JUDICATA

Discovery. *See* DISCOVERY

Ethics. *See* ETHICS

Evidence. *See* EVIDENCE

Ex parte communications, NLRB “skip counsel” rule prohibitions, policy memo, 194:A-1 (10/9/09)

FRCP. *See* FEDERAL RULES OF CIVIL

PROCEDURE (FRCP)

Issue preclusion. *See* COLLATERAL ESTOPPEL

Privilege. *See* PRIVILEGE

Summary judgment abuse, massive filings, de novo review (Cal. Ct. App.), 197:A-7 (10/15/09)

## **TROUBLED ASSET RELIEF PROGRAM (TARP)**

Executive compensation

—Federal regulation, 193:A-4 (10/8/09)

—Top pay packages limited, broader bonus probe proposed, 204:C-1 (10/26/09)

—Wall St., Main St. expectations, panel discussion, 202:A-4 (10/22/09)

## **TRUCKING INDUSTRY**

FMCSA hours of service rule, DOT revision (D.C. Cir.), 206:A-13 (10/28/09)

## **TURNOVER, EMPLOYEE**

Job openings and labor turnover survey (JOLTS), BLS data, Aug., 2009, 195:D-1 (10/13/09)

## **TWU** *See* TRANSPORT WORKERS (TWU)

## **U**

## **UAW (AEROSPACE WORKERS)** *See* AEROSPACE WORKERS (UAW)

## **UAW (AUTO WORKERS)** *See* AUTO WORKERS (UAW)

## **ULPs** *See* UNFAIR LABOR PRACTICES (ULPs)

## **UMWA** *See* MINE WORKERS (UMWA)

## **UNDOCUMENTED WORKERS**

ICE. *See* IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE)

Immigration reform, guestworker programs, transnational labor visa, 204:A-11 (10/26/09)

## **UNEMPLOYMENT INSURANCE**

Benefits, larger extension, Senate proposal (Reid), 190:A-11 (10/5/09); GOPs block debate, stall bill, 194:A-12 (10/9/09)

Emergency Unemployment Compensation Extension Act. *See* LEGISLATION, FEDERAL, HR 3548, S 1699

Georgia Works, UI benefits cover job without pay during training period, model for other states, 205:C-1 (10/27/09)

Home loan modifications, UI income projection tool, 203:A-12 (10/23/09)

New stimulus unlikely, House Speaker eyes job-boosting options, 202:A-11 (10/22/09)

Voters views, EPI survey, 188:A-7 (10/1/09)

## UNEMPLOYMENT RATES

BLS reports, nonfarm payroll data  
—Monthly employment report, Aug., 2009, 188:D-1 (10/1/09); Sept., 2009, 190:AA-1 (10/5/09); text, 190:E-1 (10/5/09)  
—Regional and state employment report, Sept., 2009, 202:D-1 (10/22/09)  
Federal “safety net” improvements, public assistance funding, House hearing, 194:A-10 (10/9/09)  
Hiring, job-sharing tax credit proposal, issue brief, 206:A-8 (10/28/09)  
Initial state UI claims filed, ETA weekly data, 189:D-10 (10/2/09); 194:D-1 (10/9/09); 198:D-1 (10/16/09); 203:D-1 (10/23/09); 208:D-11 (10/30/09)  
Jobs deficit, actions needed to spur growth, infrastructure emphasis, 201:C-1 (10/21/09)  
OECD nations, Aug., 2009, 196:A-6 (10/14/09)  
Rebound from jobs crisis uncertain, challenging to federal economists, 204:A-10 (10/26/09)  
Stimulus effects, GOP criticism, 190:A-4 (10/5/09)  
Voters views, EPI survey, 188:A-7 (10/1/09)

## UNFAIR LABOR PRACTICES (ULPs)

Interference, Cal. car washes, organizing, NLRB enforcement (Cal. Super. Ct.), 196:A-10 (10/14/09)  
Secret strike replacements, failure to reinstate (U.S., rev den), 196:AA-4 (10/14/09)  
Successor employers, bargaining duty  
—Federal contractor, Job Corps, duty to recognize, bargain (NLRB), 199:A-10 (10/19/09)  
—Massey Energy, UMWA (NLRB), 190:A-1 (10/5/09); text, 190:E-22 (10/5/09)  
—Parksite Group, IBT (NLRB), 190:A-9 (10/5/09); text, 190:E-67 (10/5/09)  
Targeting IAM organizers for RIF, remedy, 208:A-10 (10/30/09)  
Unilateral changes, management rights, automatic renewal (NLRB), 192:A-12 (10/7/09); text, 192:E-1 (10/7/09)

## UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

Liquidated damages, right to jury trial (E.D. Tenn.), 197:A-1 (10/15/09); text, 197:E-4 (10/15/09)

## UNION INTERNAL ELECTIONS

Coalition of Labor Union Women, new officers, 204:A-14 (10/26/09)

## UNIONS

Dues. *See* DUES, UNION  
Elections of officers and governance. *See* UNION INTERNAL ELECTIONS  
Organizing. *See* ORGANIZING  
Recognition. *See* RECOGNITION OF UNIONS  
Representation. *See* REPRESENTATION ELECTIONS

## UNITE HERE

Local 1  
—Chicago hotels, union-proposed disclosure of labor disputes to consumers, 193:A-6 (10/8/09)  
—Chicago Starwood Hotels, bargaining impasse, strike authorized, 208:A-9 (10/30/09)  
Local 2, San Francisco hotels, stalled talks, strike authorization, 204:A-2 (10/26/09)  
Overtime, fair distribution, retaliation (W.D.N.Y.), 199:AA-1 (10/19/09)

## UNIVERSITIES *See* EDUCATIONAL INSTITUTIONS

## USCIS *See* CITIZENSHIP AND IMMIGRATION SERVICES (USCIS)

## USERRA *See* UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

## UTAH

Compressed workweek, energy cost savings, 208:A-7 (10/30/09)

## UTILITIES

Infrastructure investment. *See* LEGISLATION, FEDERAL, HR 2521  
NV Energy, ARRA Smart Grid Investment Grant, 207:A-14 (10/29/09)

## V

## VACATION PAY

Ill., accruals, class settlement (N.D. Ill.), 197:A-16 (10/15/09)

## VEBAS *See* VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATIONS (VEBAs)

## VERMONT

Fair Empl. Practices Act (VFEPa), disability bias, sexual harassment, retaliation, individual “agent” liability (Vt.), 196:A-5 (10/14/09)  
Workers’ compensation, interference, retaliation, individual “agent” liability (Vt.), 196:A-5 (10/14/09)

## VETERANS

Veterans Retraining Act. *See* LEGISLATION, FEDERAL, HR 1168  
Wounded Warrior program extension, DOL stopgap funding. *See* LEGISLATION, FEDERAL, HR 2996

## VETERANS ADMINISTRATION (VA) *See now* VETERANS AFFAIRS DEPARTMENT (VA)

## VETERANS AFFAIRS DEPARTMENT (VA)

EEO, consolidated actions, discovery, summary judgment (3d Cir.), 207:A-3 (10/29/09)

## VISAS

EB-5 Regional Center Pilot Program extension. *See* LEGISLATION, FEDERAL, HR 2892  
H-1B program  
—Adjudication, evidence requests, decline in applications, filing tips, USCIS views, 197:C-1 (10/15/09)  
—Caps unmet, 188:A-11 (10/1/09)  
—“Damaged brand,” 196:B-1 (10/14/09)  
—Fraud detection, USCIS surprise on-site audits, preparedness, 197:C-2 (10/15/09)  
—Fraud, request for USCIS action, 188:A-11 (10/1/09)  
—La., Filipino teachers, AFT charges exploitation by unlicensed recruiter, 189:A-8 (10/2/09); DOL complaint, 207:A-6 (10/29/09)

## H-2A program

—ETA comment period, 189:A-19 (10/2/09)  
—Thai workers, recruitment, breach of contract (Cal. Super. Ct.), 188:A-3 (10/1/09)  
Immigration reform  
—Guestworker programs, transnational labor visa, 204:A-11 (10/26/09)  
—Limited window for 2010 overhaul, program changes, 196:B-1 (10/14/09)  
Northern Mariana Islands, transitional worker visa, USCIS interim rule, 205:A-1 (10/27/09)  
Program extensions, DOL stopgap funding. *See* LEGISLATION, FEDERAL, HR 2996

## VOLUNTARY EMPLOYEES' BENEFICIARY ASSOCIATIONS (VEBAs)

Chrysler, ERISA prohibited transactions exemption (PTE), 190:A-3 (10/5/09)

## W

## WAGE AND HOUR DIVISION

Appointments and personnel changes, Boylan

nomination, 193:A-7 (10/8/09); withdrawn, 198:A-14 (10/16/09)  
FLSA enforcement. *See* MINIMUM WAGE; OVERTIME

## WAGES AND SALARIES

Antitrust, wage suppression, class certification denied (N.D. Ill.), 189:A-1 (10/2/09)

## BLS reports

—Real weekly earnings, Sept., 2009, 198:D-18 (10/16/09)  
—Total compensation costs, metropolitan areas, annual report, 190:A-14 (10/5/09)  
—Usual weekly earnings, third quarter, 2009, 199:D-12 (10/19/09)  
Collective bargaining, average first year wage increases, 2009, BNA data, year-to-date, 192:D-1 (10/7/09); 193:D-1 (10/8/09); 202:D-13 (10/22/09)  
Income distribution. *See* INCOME DISTRIBUTION

## Overtime. *See* OVERTIME

Personal income, BEA data, monthly report, Aug., 2009, 189:D-1 (10/2/09); correction, 193:A-15 (10/8/09); second quarter, 2009, 199:D-5 (10/19/09)

## State and local laws. *See specific states*

Wage trend indicator (WTI), 2009 third quarter, final, BNA report, 197:D-1 (10/15/09)

## WAIVERS

ADEA  
—Early retirement, no Ledbetter Act invalidation (11th Cir.), 188:A-3 (10/1/09)  
—Sovereign immunity (U.S., rev den), 201:A-4 (10/21/09)  
Attorney-client privilege, appealability of discovery order (U.S., oral arg), 191:AA-1 (10/6/09)  
ERISA, surviving spouse pension rights, prenuptial agreement (D.N.J.), 197:A-8 (10/15/09)  
Rehabilitation Act, mediation, coercion (EEOC), 204:A-5 (10/26/09)  
Title VII, choice of remedies grievance arbitration, administrative, or judicial (U.S., rev den), 191:B-8 (10/6/09)

## WAREHOUSES AND DISTRIBUTION CENTERS

Grace Food Distrib., FLSA recordkeeping violations, DOL suit (E.D.N.Y.), 198:A-4 (10/16/09)  
Parksite Group, successor employer, ULPs (NLRB), 190:A-9 (10/5/09); text, 190:E-67 (10/5/09)

## WASHINGTON

Arbitration, mandatory, contract worker (Wash. Ct. App.), 199:A-5 (10/19/09)

## WELLNESS PROGRAMS

GINA rules effects, 193:A-14 (10/8/09)  
Incentive benefits, cost reductions, employee assistance, 202:A-6 (10/22/09)

## WEST VIRGINIA

PBGC lien on warehouse, priority, ERISA preemption, state law “tax sale” effects (N.D. W.Va.), 203:A-5 (10/23/09)

## WHISTLEBLOWERS

Fla., airline security violation, protected (S.D. Fla.), 202:A-2 (10/22/09)  
SOX. *See* SARBANES-OXLEY ACT (SOX)

## WIA *See* WORKFORCE INVESTMENT ACT (WIA)

## WOMEN

Flexible work arrangements, briefing, 204:A-13 (10/26/09)  
Income distribution, real median annual earnings, 1979-2007, 191:A-8 (10/6/09)

**WOMEN** —Contd.

Labor force participation rate, 2008, BLS data,  
192:A-15 (10/7/09)  
Valuing Families Agenda, policies, legislation to  
rebuild economic security, 201:A-10 (10/21/09)

**WORK/LIFE ISSUES**

Child care. *See* CHILD CARE  
Flexible work arrangements, briefing, 204:A-13  
(10/26/09)  
Shriver Report, changing demographics, women in  
workplace, 199:A-11 (10/19/09)  
Valuing Families Agenda, policies, legislation to  
rebuild economic security, 201:A-10 (10/21/09)

**WORK SCHEDULES**

Compressed workweek. *See* COMPRESSED  
WORKWEEKS  
Flexible. *See* FLEXIBLE WORK SCHEDULES

**WORKERS' COMPENSATION**

LHWCA. *See* LONGSHORE AND HARBOR  
WORKERS' COMPENSATION ACT (LHWCA)  
Vt., interference, retaliation, individual "agent"  
liability (Vt.), 196:A-5 (10/14/09)

**WORKFORCE INVESTMENT ACT (WIA)**

Reauthorization, hearing, 189:A-14 (10/2/09)

**WTI (WAGE TREND INDICATOR)** *See* WAGES  
AND SALARIES

**Y**

**YOUTH EMPLOYMENT**

ETA summer jobs programs, hearing, 189:A-14  
(10/2/09)