

Table of Contents

Chapter 1—Basic Hiring Practices	1
Chapter 2—Employment At Will.....	35
Chapter 3—Hiring Independent Contractors.....	47
Chapter 4—Employer-related Immigration Issues.....	57
Chapter 5—Wage and Hour Issues.....	73
Chapter 6—Civil Rights	99
Chapter 7—Age Discrimination	119
Chapter 8—Disability Discrimination	131
Chapter 9—Mental Disabilities and the Americans with Disabilities Act.....	159
Chapter 10—Miscellaneous Discrimination Issues	173
Chapter 11—Harassment.....	183
Chapter 12—Drug and Alcohol Issues.....	195
Chapter 13—Leaves of Absence and Time-off Policies	209
Chapter 14—Military Service	243
Chapter 15—Workplace Privacy Issues.....	253
Chapter 16—Employee Benefits	261
Chapter 17—Unions in the Workplace	293
Chapter 18—Safety and Health	333
Chapter 19—Workers’ Compensation.....	347
Chapter 20—Employee Reductions in Force.....	353

Chapter 21—Termination of the Employment Relationship	361
Chapter 22—Unemployment Compensation	371
Chapter 23—Arbitration and Mediation	383
Chapter 24—Recordkeeping and Posting Requirements.....	389
Index.....	397