

TABLE OF CONTENTS

PART 1. DEFINING EMPLOYER AND EMPLOYEE STATUS

Montana Wrongful Discharge from Employment Act, Mont. Code Ann. §§ 39-2-901 to -915.....	3
Uniform Law Commissioners’ Model Employment Termination Act.....	9
Massachusetts “A-B-C” Law, Mass. Gen. Laws Ch. 149, § 148B.....	31

PART 2. EMPLOYMENT DISCRIMINATION

Constitution of the United States.....	35
Post-Civil War Civil Rights Acts, 42 U.S.C. §§ 1981-83, 1985, 1988.....	37
Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e to 2000e-17.....	43
Civil Rights Act of 1991	71
Title VI of the Civil Rights Act of 1964 (Including the Civil Rights Restoration Act of 1967), 42 U.S.C. §§ 2000d, d-1, d-3, d-4a.....	109
Equal Pay Act of 1963, 29 U.S.C. § 206(d)	113
Family and Medical Leave Act, 29 U.S.C. §§ 2601, 2611-19	115
Lilly Ledbetter Fair Pay Act of 2009.....	135
Age Discrimination in Employment Act of 1967, 29 U.S.C. §§ 621-633a.....	139
Rehabilitation Act of 1973 (Including the Civil Rights Restoration Act of 1987)— Selected Provisions, 29 U.S.C. §§ 705, 791, 793-794a.....	167
Americans with Disabilities Act of 1990, as Amended by ADA Amendments Act of 2008—Selected Provisions, 42 U.S.C. §§ 12101 et seq.	177
ADA Amendments Act of 2008	197
Genetic Information Nondiscrimination Act of 2008—Selected Provisions, 42 U.S.C. §§ 2000ff et seq.....	205

Executive Order 11246, September 28, 1965, 30 F.R. 12319	211
Uniform Guidelines on Employee Selection Procedures—Selected Provisions (1978), 29 C.F.R. §§ 1607.1–1607.7.....	223
OFCCP Regulations on Affirmative Action Programs—Selected Provisions, 41 C.F.R. §§ 60–2.10 to –2.17.....	233
EEOC Guidelines on Age Discrimination in Employment Act—Selected Provisions, 29 C.F.R. §§ 1625.2, 1625.6, 1625.7, 1625.10, 1625.22, 1625.23, 1625.32	241
Regulations to Implement the Equal Employment Provisions of the Americans with Disabilities Act (Including the ADA Amendments Act)—Selected Provisions	265
Appendix A to Part 16300—Interpretive Guidance to Title I of the Americans with Disabilities Act—Selected Excerpts	277
Ontario Pay Equity Act	343
PART 3. PROTECTION AGAINST RETALIATION	
Constitution of the United States.....	353
The National Labor Relations Act (The Wagner Act of 1935, amended by The Taft-Hartley Act of 1948).....	355
Energy Reorganization Act— Selected Provisions, 42 U.S.C. § 5851	363
Federal Jury System Improvement Act, 28 U.S.C. § 1875	369
Civil Service Reform Act— Selected Provisions, 5 U.S.C. §§ 2301–2302	371
False Claims Act, 31 U.S.C. §§ 3729–32	375
Sarbanes Oxley Act of 2002, 18 U.S.C. §§ 1514–14A.....	385
The Dodd-Frank Wall Street Reform and Consumer Protection Act.....	391
California Lab. Code § 230.....	401
Nevada Rev. Stat. Ann. § 50.070.....	405
California Labor Code §§ 1102–1106.....	407
New Jersey Stat. §§ 34:19–10 to –11.....	409

5 Illinois Ann. Stat. 430/15–10 411

Constitution of the United States..... 413

New York Civil Service Law § 75–b..... 415

New York Labor Law § 740..... 417

Pennsylvania “Whistleblower Law”, 43 Pa. Stat. Ann. §§ 1421–28.... 421

5 Texas Government Code § 554.002 425

PART 4. TORTS IN THE EMPLOYMENT RELATIONSHIP

Occupational Safety and Health Act of 1970—Selected Provision,
29 U.S.C. § 660(c)..... 429

Constitution of the United States..... 431

Employee Polygraph Protection Act of 1988—Selected Provisions,
29 U.S.C. §§ 2001 et seq. (2009) 433

Omnibus Crime Control Act of 1968 (Including Electronic
Communications Act of 1986)—Selected Provisions, 18 U.S.C.
et seq. 441

Computer Fraud and Abuse Act, 18 U.S.C. § 1030..... 453

Fair Credit Reporting Act—Selected Provisions, 15 U.S.C.
§§ 1681a–b, l–t 459

Economic Espionage Act—Selected Provisions, 18 U.S.C. §§ 1831
et seq. 471

California Labor Code § 2922..... 477

Official Code of Georgia § 34–7–1..... 479

Massachusetts Gen. Laws Ann. Ch. 149, § 52C..... 481

Michigan Comp. Laws Ann. §§ 423.501–511 485

Missouri “Service Letter” Law, R.S. Mo. § 290.140 491

California Labor Code § 1050..... 493

Colorado Revised Statute § 8–2–114..... 495

California Labor Code §§ 970–972..... 497

California Constitution 499

Massachusetts Right of Privacy Law, Mass. Ann. Gen. Laws Ch. 214, § 1B	501
Minnesota Stat. §§ 181.950–.957	503
Utah Code Ann. §§ 34–38–1 to –12.....	515
California Public Utilities Code § 8251	523
District of Columbia Code § 32–902.....	525
Kansas Stat. Ann. § 44–808.....	527
Maryland Code Ann., Labor & Employment § 3–712.....	529
New York Labor Law § 201–a.....	531
New York Penal Law §§ 250.00, 250.05	533
New York “Lawful Activities” Law, N.Y. Labor Law § 201–d	535
Massachusetts Gen. Laws Ann. Ch. 93, §§ 42–42G.....	539
PART 5. REGULATION OF COMPENSATION AND BENEFITS	
Fair Labor Standards Act of 1938—Selected Provisions, 29 U.S.C. §§ 203 et seq.	545
Dept. of Labor FLSA Regulations—Selected Provisions, 29 C.F.R. Part 541	565
California Labor Code § 221.....	603
New York Labor Law §§ 190–93, 197–98.....	605
PART 6. REMEDIAL ISSUES	
Federal Rules of Civil Procedure 23.....	615
Full Faith and Credit Act, 28 U.S.C. § 1738.....	623
Federal Arbitration Act— Selected Provisions, 9 U.S.C. §§ 1–5, 9–11, 16, 201–04, 206–08, 401–02	625
California Law Restricting Nondisclosure Agreements for Factual Information Related to Certain Sexual Offenses	633

New York Law Restricting Nondisclosure Agreements for Discrimination Offenses, N.Y. General Obligations Law § 5-336	637
New York City Local Law No. 144	639