

# Supplement Index

---

References are to supplement sections,  
unless otherwise noted.

## A

**Arbitration Agreement**, 3.69

**Artificial Intelligence**, 2.20, 3.5

**Americans with Disabilities Act (ADA)**

Algorithmic decision-making software, 3.5

Hazard, 3.10, 14.87

## C

**Children**

Child labor law violations, penalties, 5.49

**COVID-19**

CARES provisions, ch. 12

OSHA developments, 7.51

Personnel records, 10.40, 10.43

Unemployment compensation and benefits, ch. 12

**Constructive Discharge**, 11.6

## D

**Defamation Claims**, 9.23

## E

**Electronic Mail (Email)**, 9.81

**Emotional Distress**, 13.20

Preemption, 13.33

**Employment Agreement**

Terminable, 11.11

**Employment-At-Will**

Disclaim, 11.23

Exception, 13.16

Third-party claims, 13.22

## F

**Fair Employment**

Algorithmic decision-making software, 2.20, 3.5

Arrest or conviction record, 3.9, 14.52

Artificial intelligence, 2.20, 3.5

Hazard, 14.87

Mixed-motive cases, 14.33

Pregnant Workers Fairness Act, 2.23a, 3.10, 11.11, 14.18a, 14.19, 14.120

Providing Urgent Maternal Protections for Nursing Mothers Act, 2.23b

**Form I-9**, 3.130, 10.40

## I

**Individual Retirement**

**Account (IRA)**, 6.112, 6.113

**Independent Contractor  
Classification, 5.18**

**J**

**Joint Employer, 1.9**

**M**

**Minimum Wage**  
Federal contract workers, 2.83

**N**

**Negligent Hiring, 3.135**

**O**

**Occupational Safety and  
Health Act (OSHA)**  
Citations  
—Challenges, 7.151  
—Penalties, 7.124  
Closing conference, 7.114  
Complaints, 7.92  
Constructive knowledge, 7.68  
Egregious cases, 7.135  
Employer logs and records,  
7.101  
General-duty clause, 7.51  
Injunction, 7.74  
Preemption, 7.9  
Programmed inspections, 7.91  
Severe Violator Emphasis  
Program (SVEP), 7.98  
Violations  
—Elements, 7.144  
—Recordkeeping, 7.137  
—Reporting, 7.141  
—Willful, 7.121  
Whistleblowers, 7.81

**P**

**Personal Identifiable  
Information**  
Duty of care, 1.46, 3.80

**Preemption, 1.17, 1.18**

**Privacy, 1.44, ch. 9, 16.2**

**Q**

**Qualified Retirement Plans**  
Contributions  
—limitations, 6.45  
Nondiscrimination rules, 6.39–40

**R**

**Reasonable Accommodation  
of Disability, 3.10, 14.69,  
14.79, 14.88, 14.245**

**Religious Discrimination, 3.17,  
14.88, 14.116**

**Restrictive Covenants**  
Burden of proof, 15.50  
Confidentiality, 2.127  
Interpretation, 15.51  
Noncompete agreements, 2.127,  
15.94  
Pleadings, 15.47a

**Retaliation, 2.17 11.29**

**S**

**Savings Incentive Match Plan  
for Employees (SIMPLE),  
6.115**

**Speak Out Act, 3.69, 3.127**

**T**

**Technology**, 4.92

**Termination**, 1.40, 11.33

Involuntary, 11.5

Limitations, 11.36

Wrongful, 13.16

**Terminology**

Transgender, 16.3

Gender nonconforming, 16.3

**U**

**Unemployment Insurance**

(UI), ch. 12

**W**

**Wage Payments**

Frequency, 5.77

**Work Permits**, 5.50

**Worker's Compensation**, ch. 8

Benefits, 8.53, 8.64

Remedy, 8.47

Standard of review, 8.119

