

DETAILED CONTENTS

Volume IB

Foreword	ix
Preface.....	xi
Outline of Topics	xii
Summary Contents.....	xix
Finding List of Countries, International Entities, and Special Topics	cix

Part 1. The European Union and Selected Member and Applicant Countries

<i>The European Union.....</i>	<i>see Volume IA</i>
<i>Employment and Corporate Law Issues Applicable in Restructuring of Companies in the EU.....</i>	<i>see Volume IA</i>
<i>Belgium</i>	<i>see Volume IA</i>
<i>France</i>	<i>see Volume IA</i>
<i>Germany</i>	<i>see Volume IA</i>
<i>Italy</i>	<i>see Volume IA</i>
<i>Spain</i>	<i>see Volume IA</i>
<i>United Kingdom.....</i>	<i>see Volume IA</i>
<i>Bibliography IA.....</i>	<i>see Volume IA</i>
<i>Austria.....</i>	<i>see Volume IIA</i>
<i>Bulgaria</i>	<i>see Volume IIA</i>
<i>Czech Republic.....</i>	<i>see Volume IIA</i>
<i>Denmark.....</i>	<i>see Volume IIA</i>
<i>Greece</i>	<i>see Volume IIA</i>
<i>Hungary</i>	<i>see Volume IIA</i>
<i>Ireland.....</i>	<i>see Volume IIA</i>
<i>The Netherlands.....</i>	<i>see Volume IIA</i>

Poland..... see *Volume IIA*
Portugal see *Volume IIA*
Sweden see *Volume IIA*
Turkey..... see *Volume IIA*

Part 2. NAFTA/NAALC and Member Countries

NAFTA/NAALC (IB) 30-1

Introduction..... 30-1

 I. NAFTA and the Debate That Followed..... 30-1

 II. Negotiations Leading Up to the NAALC 30-7

 III. Substance of the NAALC 30-9

 A. Overview 30-9

 B. Objectives 30-12

 C. Rights and Obligations of the Parties 30-15

 D. Structures..... 30-16

 1. Commission for Labor Cooperation 30-16

 a. Ministerial Council..... 30-16

 b. Secretariat..... 30-17

 2. National Administrative Offices 30-18

 a. United States NAO 30-18

 b. Canadian NAO 30-20

 c. Mexican NAO..... 30-22

 E. Levels of Review and Enforcement..... 30-23

 Table 30-1. Review and Enforcement Under
 the NAALC..... 30-24

 1. Matters Subject to Each Level of Review..... 30-25

 a. Matters Subject to the First Level
 Only 30-25

 b. Matters Subject to the First and
 Second Levels..... 30-25

 c. Matters Subject to All Three Levels..... 30-26

 2. The Process Involved at Each Level of
 Review 30-27

 a. First Level: NAO Review and
 Consultations..... 30-27

 b. Second Level: Evaluation Committee
 of Experts 30-28

 c. Third Level: Arbitration and Possibility
 of Sanctions 30-29

 F. Cooperative Activities 30-32

 IV. Submissions Under the NAALC..... 30-33

A. Submission Nos. 940001 (<i>Honeywell</i>) and 940002 (<i>General Electric I</i>) to the U.S. NAO	30-34
1. Submission No. 940001	30-34
2. Submission No. 940002	30-34
3. Consolidated Review and U.S. NAO Report.....	30-35
B. Submission No. 940003 to the U.S. NAO (<i>Sony</i>).....	30-37
1. Allegations	30-37
2. U.S. NAO Report	30-37
3. Ministerial Consultations Agreement	30-38
4. Follow-Up	30-39
C. Submission No. 940004 to the U.S. NAO (<i>General Electric II</i>)	30-39
D. Submission No. 9501 to the Mexican NAO (<i>Sprint</i>).....	30-40
1. Allegations	30-40
2. Mexican NAO Report	30-40
3. Ministerial Consultations Agreement	30-41
E. Submission No. 9601 to the U.S. NAO (<i>SUTSP</i>).....	30-42
1. Allegations	30-43
2. U.S. NAO Report	30-44
3. Ministerial Consultations	30-45
F. Submission No. 9602 to the U.S. NAO (<i>Maxi-Switch</i>)	30-45
1. Allegations	30-46
2. Withdrawal of the Complaint.....	30-48
G. Submission No. 9701 to the U.S. NAO (<i>Gender Discrimination</i>).....	30-49
1. Allegations	30-49
2. U.S. NAO Report	30-52
3. Ministerial Consultations Agreement	30-52
H. Submission No. 9702 to the U.S. NAO (<i>Han Young</i>).....	30-54
1. Allegations	30-54
2. U.S. NAO Reports.....	30-58
a. Freedom of Association and Mexico’s Compliance With Procedural Obligations Under the NAALC.....	30-58
b. Health and Safety Issues	30-59
3. Ministerial Consultations Agreement	30-60

NAFTA/NAALC (IB)—contd.

- I. Submission No. 9703 to the U.S. NAO
(ITAPSA)..... 30-61
 - 1. Allegations 30-62
 - 2. U.S. NAO Report 30-64
 - 3. Ministerial Consultations Agreement 30-65
- J. Submission No. 98-1 to the Canadian NAO
(ITAPSA)..... 30-65
 - 1. Allegations 30-66
 - 2. Canadian NAO Reports..... 30-66
 - a. Freedom of Association..... 30-66
 - b. Occupational Safety and Health..... 30-67
 - 3. Ministerial Consultations 30-67
- K. Submission No. 9801 to the Mexican NAO
(Solec)..... 30-68
 - 1. Allegations 30-68
 - 2. Mexican NAO Report 30-69
 - 3. Ministerial Consultations Agreement 30-69
- L. Submission No. 9802 to the Mexican NAO
(Apple Growers) 30-69
 - 1. Allegations 30-70
 - 2. Mexican NAO Report 30-72
 - 3. Ministerial Consultations Agreement 30-73
- M. Submission No. 9803 to the Mexican NAO
(DeCoster Egg)..... 30-73
 - 1. Allegations 30-74
 - 2. Mexican NAO Report 30-75
 - 3. Ministerial Consultations Agreement 30-75
- N. Submission No. 9801 to the U.S. NAO
(Flight Attendants)..... 30-75
- O. Submission No. 9804 to the Mexican NAO
(Yale/INS)..... 30-76
 - 1. Allegations 30-76
 - 2. Mexican NAO Report 30-77
 - 3. Ministerial Consultations Joint
 Declaration..... 30-78
- P. Submission No. 98-2 to the Canadian NAO
(Yale/INS)..... 30-78
- Q. Submission No. 9802 to the U.S. NAO
(Tomato/Child Labor)..... 30-79
- R. Submission No. 9803 to the U.S. NAO
(McDonald's)..... 30-79

1. Allegations	30-79
2. Withdrawal of Submission.....	30-80
S. Submission No. 9804 to the U.S. NAO (<i>Rural Mail Couriers</i>).....	30-81
T. Submission No. 99-1 to the Canadian NAO (<i>LPA</i>).....	30-82
U. Submission No. 9901 to the U.S. NAO (<i>TAESA</i>)	30-83
1. Allegations	30-84
2. U.S. NAO Report	30-85
3. Ministerial Consultations Joint Declaration.....	30-87
V. Submission No. 2000-01 to the U.S. NAO (<i>Auto Trim/Custom Trim</i>).....	30-88
1. Allegations	30-88
2. U.S. NAO Report	30-90
3. Ministerial Consultations Joint Declaration.....	30-92
4. Trilateral Working Group.....	30-93
W. Submission No. 2001-01 to the U.S. NAO (<i>Duro Bag</i>).....	30-97
X. Submission No. 2001-01 to the Mexican NAO (<i>New York State</i>)	30-98
1. Allegations	30-98
2. Mexican NAO Report	30-99
Y. Submission No. 2003-01 to the U.S. NAO (<i>Puebla</i>)	30-100
1. Allegations	30-100
2. U.S. NAO Report	30-100
3. Ministerial Consultations Agreement	30-100
Z. Submission No. 2003-1 to the Canadian NAO (<i>Puebla</i>).....	30-101
AA. Submission No. 2003-1 to the Mexican NAO (<i>North Carolina</i>).....	30-102
1. Allegations.....	30-102
2. Mexican NAO Report	30-102
3. Ministerial Consultations Agreement	30-103
BB. Submission 2004-01 to the U.S. NAO (<i>Yucatan</i>)	30-103
CC. Submission 2005-01 to the U.S. NAO (<i>Labor Law Reform</i>).....	30-104
DD. Submission 2005-02 to the U.S. NAO (<i>Mexican Pilots-ASPA</i>)	30-104

NAFTA/NAALC (IB)—contd.

- EE. Submission No. 2005-03 to the U.S. NAO (*Hidalgo*) 30-105
 - 1. Allegations 30-105
 - 2. U.S. NAO Report 30-106
- FF. Submission No. 2005-1 to the Mexican NAO (*H-2B Visa Workers I*) 30-106
 - 1. Allegations 30-107
 - 2. Mexican NAO Report and Ministerial Consultations Agreement 30-108
- GG. Submission No. 2005-1 to the Canadian NAO (*Mexican Pilots-ASPA*) 30-108
- HH. Submission No. 2006-1 to the U.S. NAO (*Coahuila*) 30-108
- II. Submission No. 2006-01 to the Mexican NAO (*North Carolina Public Employees*) 30-109
 - 1. Allegations 30-110
 - 2. Mexican NAO Report 30-110
- JJ. NAO Submission No. 2008-1 to the Canadian NAO (*North Carolina Public Sector Workers*)... 30-110
- KK. Submission No. 2011-02 (formerly No. 2010-01) to the U.S. NAO and Submission No. 2011-1 to the Canadian NAO (*Luz y Fuerza del Centro*) 30-111
- LL. Submission No. 2011-1 to Mexican NAO (*H-2B Visa Workers II*) 30-112
 - 1. Allegations 30-113
 - 2. Mexican NAO Report 30-113
- MM. Submission to Mexican NAO (filed April 27, 2012) (*Alabama Anti-Illegal Immigration Legislation*) 30-114
- V. Assessment 30-114
 - Table 30-2. Finding List of NAO Submissions by Country and Case Name 30-117
 - Table 30-3. Finding List of NAO Submissions by Issue, Country, and Case Name 30-139

Member Countries

- CANADA** 31-1
- Introduction 31-1
 - A. Legal Systems 31-2

B.	Division of Powers Related to Labor and Employment Law	31-2
C.	Charter of Rights and Freedoms.....	31-4
D.	International Sources of Labor and Employment Law	31-6
E.	Class or Group Actions.....	31-7
F.	Extraterritorial Application of Canadian Labor and Employment Laws and Choice of Law.....	31-9
	1. Extraterritoriality	31-9
	2. Choice of Law in Employment Matters.....	31-10
I.	Individual Employment.....	31-10
A.	Contract Formation.....	31-11
1.	Main Legal Instruments Regulating Individual Employment Contracts	31-11
2.	Statutory Regulation of Employment	31-12
3.	Listing of Job Vacancies	31-13
4.	Terms and Duration.....	31-13
B.	Contract Termination.....	31-14
1.	Notice.....	31-14
a.	Employer Notice Period	31-14
b.	Duty to Mitigate	31-16
c.	Severance Pay.....	31-17
d.	Employee Notice	31-17
2.	Dismissal for Cause	31-18
a.	Challenges to Dismissal	31-18
b.	Grounds for Dismissal.....	31-19
3.	Whistleblower Protection.....	31-21
4.	Aggravated and Punitive Damages	31-22
C.	Employee Privacy	31-24
1.	Personal Data Protection.....	31-24
2.	Computer Use and Social Networking	31-26
3.	Drug and Alcohol Testing	31-27
D.	Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete.....	31-28
1.	Employee Duty of Loyalty.....	31-28
a.	Duty of Loyalty	31-29
b.	Fiduciary Duty.....	31-30
2.	Trade Secrets.....	31-31
3.	Covenants Not to Compete	31-31
a.	Overview	31-31
b.	Common Types of Covenants Not to Compete	31-32

Canada (IB)—contd.

- c. Permissible Scope of Covenants Not to Compete in Employment Contracts ... 31-32
 - d. Permissible Scope of Covenants not to Compete in Commercial Contracts 31-33
- II. Collective Bargaining 31-34
 - A. Historical Background..... 31-34
 - B. Main Legal Instruments Regulating Collective Bargaining 31-37
 - C. Union Recognition..... 31-40
 - 1. Bargaining Agents and Bargaining Units..... 31-40
 - 2. Types of Recognition 31-41
 - 3. Voluntary Recognition Process 31-41
 - 4. Certification Process 31-42
 - 5. Decertification..... 31-44
 - D. Inter-union Representational Disputes 31-44
 - E. Union Membership..... 31-45
 - F. Union Federations and Collective Bargaining Levels..... 31-47
 - 1. Union Federations..... 31-47
 - 2. Levels of Collective Bargaining..... 31-49
 - G. Signatories to and Effects of Collective Agreements..... 31-50
 - H. Duration of Collective Agreements 31-50
 - I. Scope of the Collective Agreement 31-51
 - 1. Subjects of Bargaining..... 31-51
 - 2. Terms Governing the Employer–Union Relationship 31-52
 - J. Strikes and Other Industrial Action 31-53
 - 1. Strikes 31-53
 - a. The Pre-Strike Process 31-54
 - b. Illegal Strikes..... 31-55
 - c. Return to Work Rights..... 31-55
 - 2. Lockouts..... 31-57
 - 3. Picketing 31-58
 - 4. Recognition Picketing..... 31-59
 - 5. Handbilling 31-59
 - 6. Slowdowns and Sit-Ins..... 31-59
 - 7. Secondary Action..... 31-60
 - K. Third-Party Resolution of Disputes..... 31-61
 - 1. Interest Arbitration..... 31-61

2.	Rights Arbitration	31-62
3.	Judicial Review and Enforcement.....	31-65
a.	Judicial Review	31-65
b.	Enforcement	31-66
L.	Union Security Provisions	31-66
M.	Duty of Fair Representation	31-68
III.	Representation by Entities Other Than Unions.....	31-68
IV.	Redundancy and Transfers of Undertakings.....	31-69
A.	Redundancy	31-69
1.	Unionized Employees	31-70
2.	Nonunionized Employees	31-71
B.	Transfers of Undertakings	31-72
1.	Union Certification and Collective Bargaining Agreements.....	31-72
2.	Individual Employment	31-73
V.	Wages, Hours, and Leave	31-74
A.	Minimum Wage	31-74
B.	Hours of Work and Overtime	31-75
C.	Holidays and Vacations.....	31-76
1.	Holidays	31-76
2.	Vacation	31-77
D.	Leave	31-78
1.	Maternity and Paternity Leave.....	31-78
2.	Military Leave.....	31-80
3.	Compassionate Care, Personal Emergency, and Crime Victim Leaves.....	31-80
a.	Compassionate Care Leave	31-80
b.	Personal Emergency Leave	31-81
c.	Crime Victim Leave.....	31-81
E.	Enforcement	31-82
VI.	Antidiscrimination	31-82
A.	Historical Background.....	31-82
B.	Main Legal Instruments Dealing With Employment Discrimination	31-83
C.	Enforcement	31-83
1.	Human Rights Commissions and Tribunals	31-83
2.	Arbitration.....	31-85
D.	Prohibited Grounds of Discrimination	31-85
E.	Duty to Accommodate.....	31-88
F.	Drug and Alcohol Testing.....	31-88
G.	Equal Pay.....	31-89

Canada (IB)—contd.

- H. Affirmative Action..... 31-92
- I. Mandatory Retirement..... 31-93
- VII. Occupational Safety and Health and
Workers’ Compensation 31-93
 - A. Occupational Health and Safety 31-94
 - 1. Accident Prevention and Occupational
Health Protection 31-94
 - 2. Workplace Violence and Psychological
Harassment..... 31-95
 - 3. Enforcement..... 31-96
 - B. Workers’ Compensation 31-97
- VIII. Pensions and Benefits 31-98
 - A. Pensions..... 31-99
 - 1. Public Plans..... 31-99
 - 2. Private Plans..... 31-99
 - a. Participation, Contributions, and
Benefits..... 31-100
 - b. Funding..... 31-101
 - B. Health and Disability Funds 31-103
 - C. Unemployment Insurance..... 31-103
- IX. Immigration..... 31-105
 - A. Categories of Foreign Nationals Permitted to
Work in Canada 31-106
 - 1. Permanent Residents..... 31-106
 - 2. Temporary Residents 31-107
 - a. Business Visitors 31-108
 - b. Work Permits 31-108
 - i. International agreements..... 31-109
 - ii. Immigration regulations 31-110
 - 3. Seasonal Agricultural Workers..... 31-111
 - B. Obligations of Employers..... 31-112
 - 1. Compliance Review 31-112
 - 2. Offenses 31-112
 - 3. During a Strike..... 31-113
 - C. Other Considerations 31-113
 - 1. Duration of a Work Permit..... 31-113
 - 2. Criminal Records 31-114
- MEXICO**..... 32-1
- Introduction..... 32-1
 - A. Historical Background..... 32-1

B. Federal and State Responsibilities.....	32-2
C. Legal Framework.....	32-3
1. Formally Adopted Rules	32-3
a. The Constitution of the United States of Mexico	32-3
b. International Treaties.....	32-4
c. The Federal Labor Law	32-6
d. Regulations That Implement the FLL	32-6
2. Supplementary Standards	32-6
D. Labor Authorities.....	32-7
1. Government Agencies.....	32-7
2. Tripartite Commissions.....	32-8
3. Tripartite Boards	32-9
E. Judicial System.....	32-9
F. Class or Group Actions.....	32-10
G. Extraterritorial Application of Mexican Labor and Employment Laws	32-11
I. Individual Employment.....	32-11
A. Definitions	32-11
1. Worker.....	32-11
2. Employer.....	32-12
3. Intermediary.....	32-13
4. Enterprise	32-14
5. Outsourced Work	32-14
6. Special Types of Work	32-15
B. Contract Formation.....	32-16
1. The Work Relationship	32-16
2. Duration of the Work Relationship	32-16
3. Contracts for Specific Jobs or a Fixed Term	32-16
4. Probationary and Training Periods	32-17
5. Contracts for Mineral Exploitation	32-17
6. Suspension of the Work Relationship	32-18
C. Contract Termination.....	32-19
1. Direct Dismissal.....	32-19
a. Dismissal for Cause.....	32-19
b. Dismissal Notice	32-20
c. Severance Payments	32-21
d. Rights of the Worker Dismissed Without Just Cause	32-21
2. Indirect Dismissal: Worker Resignation	32-22

Mexico (IB)—contd.

- 3. Other Reasons for Termination of the Work Relationship 32-24
- D. Employment of Women and Minors..... 32-24
 - 1. Employment of Women 32-24
 - 2. Employment of Minors 32-25
- E. Data Privacy..... 32-26
- F. Covenants Not to Compete, Trade Secrets, Employee Duty of Loyalty 32-28
 - 1. Employee Duty of Loyalty..... 32-28
 - 2. Trade Secrets..... 32-29
 - 3. Covenants Not to Compete 32-30
- G. Choice of Law for Individual Employment Contracts..... 32-32
- II. Collective Bargaining 32-32
 - A. The Concept of Collective Rights 32-32
 - B. Constitutional Basis..... 32-33
 - C. Unions..... 32-33
 - 1. Definition and Functions..... 32-33
 - 2. Membership 32-35
 - 3. Union Bylaws and Operation..... 32-35
 - 4. Union Reporting and Registration 32-37
 - D. Collective Agreements..... 32-39
 - 1. Establishment of a Collective Agreement..... 32-40
 - 2. Duration and Revision of a Collective Agreement..... 32-40
 - 3. Termination of a Collective Agreement 32-41
 - 4. Application of a Collective Agreement to Workers 32-41
 - 5. Representation Rights 32-42
 - E. Law-Contracts 32-43
 - 1. Procedural Requirements 32-43
 - 2. Administration 32-44
 - F. Work Rules and Discipline 32-44
 - 1. Scope..... 32-45
 - 2. Disciplinary Measures 32-45
 - G. Changes to, Suspension of, or Termination of Collective Agreements..... 32-46
 - 1. Modifications 32-46
 - 2. Suspension 32-46
 - 3. Termination 32-48

H.	Social Agreements	32-48
I.	Strikes	32-50
	1. Right to Strike	32-50
	2. Strike Objectives and Procedures	32-50
	3. Strikes in Essential Community Services	32-51
	4. Strike Procedures	32-52
	5. Legal Challenges.....	32-53
	6. Illegal Strikes	32-54
	7. End of a Strike	32-54
J.	Settlement of Labor Disputes	32-54
	1. Conciliation and Arbitration Boards	32-54
	2. Dispute Settlement Mechanisms.....	32-55
	3. Conciliation and Arbitration Boards and Settlement of Disputes	32-56
	a. Ordinary Trials	32-56
	b. Special Trials	32-57
	c. Proceedings in Disputes Involving Economic Issues	32-57
	d. Conciliation	32-57
K.	Union Security.....	32-58
	1. Union Dues	32-58
	2. Exclusion Clauses	32-58
III.	Representation by Entities Other Than Unions.....	32-58
	A. Coalition Defined	32-58
	B. Functions	32-58
IV.	Redundancy and Transfers of Undertakings.....	32-59
	A. Redundancy	32-59
	B. Transfers of Undertakings	32-60
V.	Wages, Hours, and Leave	32-62
	A. Wages.....	32-62
	1. Minimum Salary	32-62
	2. Overtime Pay	32-64
	3. Other Requirements Concerning Salaries.....	32-64
	4. Profit Sharing.....	32-65
	a. Disclosure of Financial Information	32-66
	b. Exemptions From Profit Sharing.....	32-66
	c. Distribution of Profits.....	32-67
	B. Hours	32-67
	1. Work Shifts	32-67
	2. Rest Periods	32-68
	3. Hours Per Week	32-68
	4. Overtime	32-68

Mexico (IB)—contd.

- 5. Special Rules for Minors 32-68
- C. Leave 32-69
 - 1. Vacations 32-69
 - 2. Holidays 32-69
 - 3. Maternity Leave 32-70
- VI. Antidiscrimination 32-71
 - A. Constitution and the Federal Labor Law 32-71
 - B. Federal Law to Prevent and Eliminate
Discrimination 32-72
 - C. Treatment of Foreign Nationals and Minors 32-73
- VII. Occupational Safety and Health and
Workers' Compensation 32-74
 - A. Occupational Safety and Health 32-74
 - 1. Employer Obligations 32-74
 - 2. Safety and Health Commissions 32-76
 - B. Workers' Compensation 32-76
 - 1. Right to Compensation 32-76
 - 2. Administration 32-77
 - 3. Benefits 32-78
- VIII. Pensions and Benefits 32-80
 - A. Social Security 32-80
 - 1. Coverage 32-80
 - 2. Contributions 32-81
 - 3. Benefits 32-82
 - a. Retirement Benefits 32-82
 - b. Survivor Benefits 32-83
 - c. Disability Benefits 32-84
 - d. Sickness Benefits 32-85
 - e. Medical Benefits 32-85
 - f. Maternity Benefits 32-86
 - g. Day-Care Benefits 32-86
 - h. Social Services 32-86
 - i. Benefits for Non-workers 32-87
 - B. Housing 32-87
 - 1. Contributions 32-87
 - 2. Benefits 32-87
 - C. Education 32-88
 - D. Credits for Durable Consumer Goods 32-88
- IX. Immigration 32-89

UNITED STATES	33-1
Introduction.....	33a-1
A. Historical Background.....	33a-2
B. National Sources of Labor and Employment Law	33a-3
1. National Labor Relations Act	33a-5
2. Social Security Act and Federal Unemployment Tax Act	33a-5
3. Fair Labor Standards Act	33a-6
4. Family and Medical Leave Act	33a-7
5. Antidiscrimination Statutes.....	33a-7
a. Equal Pay Act	33a-7
b. Title VII of the Civil Rights Act of 1964.....	33a-7
c. Section 1981	33a-9
d. Age Discrimination in Employment Act	33a-9
e. Americans with Disabilities Act.....	33a-9
f. Genetic Information Nondisclosure Act	33a-10
6. Occupational Safety and Health Act.....	33a-10
7. Employee Retirement Income Security Act.....	33a-11
C. State Sources of Employment Law	33a-12
1. State Workers' Compensation Statutes	33a-12
2. Erosion of the Employment-at-Will Doctrine	33a-13
3. Employee Tort Claims	33a-14
4. Corporate Restructuring.....	33a-14
D. Preemption of State Laws.....	33a-15
E. Administration and Enforcement: The Executive Agencies.....	33a-16
1. In General	33a-16
2. U.S. Department of Labor.....	33a-16
a. Statutes Administered in Whole or in Part by the DOL	33a-17
i. Whistleblowers	33a-17
ii. Polygraph tests.....	33a-18
iii. Unions and their members.....	33a-18
iv. Plant closings.....	33a-18
v. Wages and hours.....	33a-19
vi. Government contractors.....	33a-19

United States (IB)—contd.

- vii. Leave..... 33a-19
 - viii. Veterans' rights 33a-20
 - ix. Workplace safety and health..... 33a-20
 - x. Pensions and welfare benefits..... 33a-20
 - xi. Foreign nationals 33a-21
 - b. Industry-Specific Regulatory Duties 33a-21
 - i. Agriculture..... 33a-21
 - ii. Apparel 33a-22
 - iii. Construction..... 33a-22
 - iv. Mining 33a-23
 - v. Transportation..... 33a-23
 - c. Trade Adjustment Assistance 33a-23
 - d. International Activities of the DOL..... 33a-24
 - i. Bureau of International Labor Affairs 33a-24
 - ii. International Labour Organization 33a-26
 - iii. Federal acquisitions and contracting 33a-27
 - 3. U.S. Department of the Treasury 33a-27
 - 4. U.S. Department of State 33a-27
 - a. Labor Officers in U.S. Embassies 33a-27
 - b. Office of International Labor Affairs..... 33a-28
 - 5. U.S. Department of Homeland Security 33a-28
 - 6. Federal Mediation and Conciliation Service 33a-29
 - a. Overview 33a-29
 - b. International Services..... 33a-31
 - 7. Office of the U.S. Trade Representative 33a-34
 - 8. Overseas Private Investment Corporation..... 33a-34
 - 9. Federal Acquisition Regulatory Council..... 33a-36
- F. Dispute Resolution System..... 33a-38
 - 1. The Judicial System..... 33a-38
 - 2. Arbitration..... 33a-40
- G. International Sources of Labor and Employment Law 33a-41
 - 1. International Labour Organization..... 33a-41
 - 2. OECD Anti-Bribery Convention..... 33a-42
 - 3. Labor Standards Provisions in Free Trade Agreements 33a-42

a.	North American Free Trade Agreement	33a-42
b.	U.S.–Jordan Free Trade Agreement	33a-43
c.	Free Trade Agreements Established Under Trade Promotion Authority.....	33a-43
H.	Miscellaneous U.S. Laws Interacting with Labor and Employment Laws	33a-45
1.	Racketeer Influenced and Corrupt Organizations Act.....	33a-45
2.	California Unfair Business Practice, False Advertising, and Tort Laws.....	33a-49
a.	The <i>Nike</i> Case.....	33a-49
b.	The <i>Unocal</i> Case	33a-50
c.	The <i>Gap</i> Case	33a-52
d.	The <i>Wal-Mart</i> Case	33a-52
3.	Other Laws.....	33a-53
a.	The Foreign Corrupt Practices Act.....	33a-53
b.	The Alien Tort Claims Act.....	33a-54
c.	The Torture Victim Protection Act	33a-54
I.	Extraterritorial Application of U.S. Laws.....	33a-55
J.	Class and Collective Actions	33a-55
1.	General Requirements.....	33a-55
2.	Class Actions Under Specific Federal Employment Statutes	33a-57
a.	Fair Labor Standards Act.....	33a-57
b.	Family and Medical Leave Act.....	33a-57
c.	Title VII of the Civil Rights Act of 1964.....	33a-58
d.	Age Discrimination in Employment Act	33a-58
e.	Equal Pay Act	33a-58
f.	Americans with Disabilities Act.....	33a-58
g.	Employee Retirement Income Security Act	33a-58
3.	Contractual Waivers	33a-59
I.	Individual Employment.....	33b-1
A.	The Employment Relationship.....	33b-1
1.	Historical Background	33b-1
2.	Employees vs. Independent Contractors.....	33b-2
3.	Types of Employment Contracts.....	33b-4
a.	Enforceability of Oral Contracts and the Statute of Frauds.....	33b-4

United States (IB)—contd.

- i. Contracts for an indefinite term..... 33b-5
 - ii. Contracts for a specific term..... 33b-5
 - iii. Contracts terminable only for
cause 33b-6
 - b. Express vs. Implied Terms 33b-6
- B. Limitations on the Employment-at-Will
Doctrine 33b-7
 - 1. Common Law Exceptions to At-Will
Employment..... 33b-7
 - a. Contract to Terminate Only for Good
Cause 33b-8
 - i. Express contract..... 33b-8
 - ii. Implied-in-fact contract 33b-9
 - b. Implied Covenant of Good Faith and
Fair Dealing 33b-12
 - c. Wrongful Termination in Violation of
Public Policy..... 33b-15
 - i. Discharge for refusing to perform
an illegal act..... 33b-17
 - ii. Discharge in retaliation for
exercising a vested or statutory
right..... 33b-19
 - iii. Discharge for “whistleblowing” 33b-21
 - 2. Statutory Discharge Protection 33b-22
 - a. State Wrongful Discharge Statutes..... 33b-22
 - b. Federal and State Whistleblower
Statutes 33b-25
 - i. Federal statutes 33b-25
 - (a) Sarbanes-Oxley Act..... 33b-26
 - (b) Consumer Product Safety
Improvement Act..... 33b-30
 - (c) American Recovery and
Reinvestment Act 33b-30
 - (d) Fraud Enforcement and
Recovery Act..... 33b-31
 - (e) Patient Protection and
Affordable Care Act 33b-31
 - (f) Dodd-Frank Act..... 33b-32
 - (g) Food Safety Modernization
Act..... 33b-32

(h) Moving Ahead for Progress in the 21st Century Act.....	33b-33
ii. State statutes	33b-33
3. Related Common-Law Claims.....	33b-38
a. Intentional Infliction of Emotional Distress	33b-38
b. Fraud.....	33b-41
c. Defamation	33b-42
C. Employee Privacy	33b-44
1. Employee and Applicant Testing	33b-45
a. Drug and Alcohol Testing.....	33b-46
b. Medical Testing	33b-48
i. HIV/AIDS testing	33b-48
ii. Genetic testing	33b-50
(a) State regulation	33b-51
(b) Americans with Disabilities Act.....	33b-52
(c) Genetic Information Nondiscrimination Act	33b-53
(d) Executive Order 13,145.....	33b-55
c. Testing for Honesty	33b-55
2. Monitoring and Surveillance.....	33b-57
a. Electronic Communications	33b-57
b. Video Surveillance	33b-63
3. Applicant and Employee Investigations.....	33b-64
a. Consumer and Credit Reports	33b-65
b. Misconduct Investigations.....	33b-68
4. Employment and Medical Records.....	33b-70
a. Personnel Files	33b-70
b. Medical Records.....	33b-71
5. Transfer of Personal Data to and from the European Union	33b-72
D. Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete.....	33b-74
1. Duty of Loyalty.....	33b-75
2. Trade Secrets.....	33b-75
3. Covenants Not to Compete	33b-77
E. Alternative Dispute Resolution Systems	33b-78
II. Collective Bargaining	33c-1
A. National Labor Relations Act	33c-2
1. Basic Principles.....	33c-2

United States (IB)—contd.

- 2. Administration 33c-3
 - a. National Labor Relations Board..... 33c-3
 - b. Jurisdiction and Coverage 33c-4
 - c. Preemption Doctrines..... 33c-7
 - i. The *Garmon* doctrine..... 33c-8
 - ii. The *Machinists* doctrine 33c-8
 - iii. Exceptions 33c-9
 - iv. LMRA preemption 33c-9
- B. Protected Employee Activity 33c-10
 - 1. Protected Conduct..... 33c-10
 - 2. Concerted Activity 33c-11
 - 3. Loss of Protected Status..... 33c-13
- C. The Representation Process and Union Recognition..... 33c-16
 - 1. Voluntary Recognition 33c-17
 - 2. Representation Election and Certification 33c-20
 - a. Benefits of Certification 33c-20
 - b. Limits on Filing Petitions..... 33c-21
 - c. Procedure for Certification..... 33c-22
 - d. Objections to Elections..... 33c-25
 - 3. NLRB Bargaining Order..... 33c-30
 - 4. Decertification Elections and Withdrawal of Recognition..... 33c-31
 - 5. Judicial Review 33c-33
- D. Unfair Labor Practices..... 33c-33
 - 1. Section 8(a)(1)—Employer Interference 33c-33
 - a. Organizational and Pre-election Activities 33c-33
 - i. Employer solicitation and distribution rules 33c-34
 - ii. Union buttons and insignia 33c-39
 - iii. Other pre-election conduct 33c-40
 - b. Other Work Rules 33c-41
 - c. Interrogation of Employees 33c-44
 - d. Retaliation Against Supervisors 33c-46
 - e. Retaliatory Lawsuits..... 33c-47
 - 2. Section 8(a)(2)—Employer Support of Unions..... 33c-49
 - a. Employee Participation Committees 33c-49
 - i. Status as a labor organization 33c-49

ii.	Domination, interference, and support	33c-52
iii.	Post-Electromotion case law.....	33c-52
b.	Other Types of Unlawful Assistance	33c-54
3.	Section 8(a)(3)—Employer Discrimination Based on Union Status.....	33c-56
a.	Proof of Unlawful Employer Motivation	33c-56
b.	Inherently Destructive Conduct.....	33c-58
4.	Section 8(a)(4)—Employer Retaliation	33c-59
5.	Section 8(b)(1)(A)—Union Restraint or Coercion.....	33c-59
6.	Section 8(b)(2)—Union-Induced Discrimination	33c-61
7.	Unfair Labor Practice Procedures.....	33c-62
8.	Remedies.....	33c-63
E.	Collective Bargaining	33c-65
1.	Structure and Levels of Bargaining	33c-65
a.	Multiemployer Bargaining	33c-65
b.	Coalition (or Coordinated) Bargaining	33c-66
2.	Duty to Bargain.....	33c-66
a.	Good Faith Bargaining	33c-66
b.	Unilateral Changes and Contract Modification	33c-69
c.	Duty to Furnish Information	33c-74
3.	Subjects of Bargaining.....	33c-75
a.	Categories.....	33c-75
i.	Mandatory subjects.....	33c-75
ii.	Voluntary or permissive subjects	33c-76
iii.	Illegal subjects	33c-77
b.	Changes in the Employer’s Operation....	33c-77
4.	Collective Bargaining Agreements	33c-80
a.	Written or Oral Agreement.....	33c-80
b.	Duration.....	33c-81
c.	Contract Bar	33c-81
5.	Successorship.....	33c-81
a.	Bargaining Obligations of a Successor Employer	33c-81
b.	“Alter Ego” Employer	33c-84
6.	Remedies for a Refusal to Bargain	33c-85

United States (IB)—contd.

- F. Strikes and Other Industrial Actions..... 33c-85
 - 1. Strikes 33c-85
 - 2. Lockouts..... 33c-89
 - 3. Picketing 33c-93
 - a. Recognitional or Organizational Picketing..... 33c-93
 - b. Area-Standards Picketing..... 33c-95
 - 4. Secondary Boycotts 33c-95
 - a. Prohibited/Permitted Secondary Activity..... 33c-95
 - b. Common and Ambulatory Sites 33c-97
 - c. Reserved-Gate Doctrine 33c-98
 - d. Ally Doctrine..... 33c-98
 - e. Handbilling and Consumer Picketing 33c-99
 - 5. “Hot Cargo” Agreements 33c-100
 - 6. Jurisdictional Disputes..... 33c-101
- G. The Arbitration Process 33c-102
 - 1. Arbitrability 33c-103
 - 2. Relation to No-Strike Agreement 33c-104
 - 3. Grievance-Arbitration Procedures 33c-105
 - 4. Deferral of Related Unfair Labor Practice Charges 33c-106
 - a. Pre-arbitral Deferral 33c-106
 - b. Post-arbitral Deferral..... 33c-108
 - 5. Judicial Review 33c-108
- H. Relations Between Employees and Union 33c-109
 - 1. Duty of Fair Representation..... 33c-109
 - a. Nature of the Duty..... 33c-109
 - b. Remedies 33c-110
 - 2. Union Security 33c-111
 - a. Union Security Agreements 33c-111
 - i. Union shop clauses 33c-111
 - ii. Deauthorization election..... 33c-114
 - iii. State right-to-work laws 33c-114
 - b. Hiring-Hall Agreements 33c-114
 - c. Construction Industry Provisions 33c-115
 - d. Dues Checkoff..... 33c-116
- I. Railway Labor Act..... 33c-116
- J. Extraterritorial Application of the NLRA and RLA 33c-116

III. Representation by Entities Other Than Unions.....	33d-1
IV. Redundancy and Transfers of Undertakings.....	33e-1
A. Redundancy	33e-1
1. Overview.....	33e-1
2. Layoffs	33e-1
a. Types of Layoff	33e-1
b. Layoff Policies	33e-2
c. Selecting Employees for Layoff.....	33e-2
d. Worker Adjustment and Retraining Notification Act	33e-3
i. Technical requirements.....	33e-4
ii. Exceptions	33e-6
iii. Other potential “exceptions”	33e-8
iv. Sale-of-business rule.....	33e-9
v. Penalties for noncompliance.....	33e-9
vi. Alternative compliance strategies	33e-9
e. Layoff Benefits.....	33e-10
i. Cash benefits.....	33e-10
ii. Extended group health insurance coverage.....	33e-10
iii. Extended disability and life insurance coverage.....	33e-11
iv. Tuition and re-education assistance	33e-11
v. Outplacement benefits	33e-12
vi. Other benefits	33e-12
vii. Section 409A	33e-12
3. Exit Incentives	33e-13
a. Reasons for Offering Exit Incentives	33e-13
b. Exit Incentive Strategies.....	33e-14
c. Exit Incentive Benefits	33e-15
d. Older Workers Benefit Protection Act....	33e-17
4. Collective Bargaining Issues.....	33e-18
B. Transfers of Undertakings	33e-20
1. Overview.....	33e-20
2. Government Regulation	33e-20
3. Asset vs. Stock Sales	33e-21
4. Employment Transfers.....	33e-22
5. Employee Terminations	33e-23
6. Employee Benefit Plan Liabilities	33e-25
a. Pension Plans, Generally.....	33e-25

United States (IB)—contd.

- b. Defined Contribution Plans 33e-25
- c. Defined Benefit Plans..... 33e-26
- d. Multiemployer Defined Benefit Plans.... 33e-26
- e. Controlled Group Liabilities 33e-27
- f. Golden Parachutes..... 33e-27
- 7. Collective Bargaining Issues..... 33e-28
 - a. Bargaining Requirements 33e-28
 - b. Succession to the Bargaining
Obligation..... 33e-29
- V. Wages, Hours, and Leave 33f-1
 - A. Wages and Hours..... 33f-1
 - 1. Fair Labor Standards Act 33f-1
 - a. Scope 33f-1
 - b. Covered Employees..... 33f-3
 - c. Working Time..... 33f-4
 - i. Workweek 33f-4
 - ii. Hours worked 33f-5
 - d. Minimum Wage 33f-5
 - e. Sub-Minimum Wage Provisions..... 33f-6
 - f. Salary, Piecework, and Commissions.... 33f-6
 - g. Overtime Pay 33f-6
 - h. Exemptions 33f-7
 - i. Night, Weekend, and Holiday Work..... 33f-8
 - j. Tipped Employees 33f-9
 - k. Miscellaneous Wages 33f-9
 - l. Equal Pay..... 33f-9
 - m. Waiting and On-Call Time 33f-9
 - n. Rest and Meal Breaks..... 33f-10
 - o. Nursing Breaks..... 33f-11
 - p. Travel Time..... 33f-11
 - q. Child Labor 33f-12
 - r. Wage Payment and Deductions..... 33f-13
 - s. Recordkeeping..... 33f-14
 - t. Enforcement and Remedies..... 33f-15
 - i. Minimum wage and overtime pay
violations 33f-15
 - ii. Retaliation..... 33f-16
 - 2. Additional Wage and Hour Statutes..... 33f-17
 - a. Statutes Regulating Government
Contractors 33f-17

i.	Walsh-Healey Public Contracts Act	33f-17
ii.	Davis-Bacon Act.....	33f-18
iii.	Portal-to-Portal Act.....	33f-18
iv.	McNamara-O’Hara Service Contract Act.....	33f-18
v.	Contract Work Hours and Safety Standards Act.....	33f-19
vi.	Copeland Act	33f-19
vii.	Miller Act.....	33f-20
b.	Statutes Regulating the Transportation Industry.....	33f-20
i.	Rail Carrier Hours of Service Law	33f-20
ii.	Motor Carrier Act	33f-20
iii.	Federal Aviation Act	33f-20
c.	Other Statutes	33f-21
i.	National Apprenticeship Act.....	33f-21
ii.	Consumer Credit Protection Act....	33f-21
iii.	Migrant and Seasonal Agricultural Worker Protection Act	33f-21
iv.	Federal Mine Safety and Health Act	33f-21
v.	Lilly Ledbetter Fair Pay Act	33f-22
3.	Employment-Related Tax Obligations.....	33f-23
a.	Federal Income Taxes.....	33f-23
b.	Social Security and Medicare Taxes.....	33f-24
i.	Tax on wages	33f-24
ii.	Taxation on Social Security benefits.....	33f-25
c.	Federal Unemployment Taxes.....	33f-26
i.	Unemployment tax	33f-26
ii.	Taxation of unemployment compensation.....	33f-27
B.	Leave	33f-28
1.	Pregnancy Leave	33f-28
2.	Family and Medical Leave.....	33f-28
a.	FMLA Coverage.....	33f-30
b.	“Serious Health Condition” Under the FMLA.....	33f-30
c.	Leave Entitlement.....	33f-31

United States (IB)—contd.

d.	Notice Requirements	33f-32
e.	Certification.....	33f-33
f.	Restoration to Same or Equivalent Position.....	33f-33
g.	FMLA Enforcement	33f-33
h.	Remedies	33f-34
i.	Related Laws	33f-34
i.	Americans with Disabilities Act....	33f-35
ii.	Workers' compensation laws	33f-36
iii.	State laws.....	33f-36
3.	Military Leave.....	33f-37
a.	Qualifying the Military Service.....	33f-37
b.	Notice Requirements	33f-38
c.	Continuation of Health Care Benefits	33f-38
d.	Reemployment of Returning Military Personnel	33f-39
e.	Pension Benefits	33f-39
f.	Protection from Discharge.....	33f-40
g.	Enforcement	33f-40
VI.	Antidiscrimination	33g-1
A.	Reconstruction Era Civil Rights Laws	33g-4
1.	Civil Rights Act of 1866 (Section 1981).....	33g-4
2.	The Civil Rights Act of 1871 (Section 1983).....	33g-6
B.	Modern Civil Rights Laws	33g-6
1.	Title VII of the Civil Rights Act of 1964	33g-6
a.	General Principles	33g-7
i.	Coverage.....	33g-7
ii.	Disparate treatment cases	33g-8
iii.	Disparate impact cases.....	33g-14
iv.	Mixed-motive cases	33g-16
b.	Race and Color Discrimination	33g-17
i.	Scope of protection.....	33g-17
ii.	Disparate treatment.....	33g-17
iii.	Disparate impact.....	33g-18
iv.	Harassment	33g-21
v.	Employer defenses.....	33g-22
c.	Gender Discrimination	33g-23
i.	General principles.....	33g-24

ii.	Bona fide occupational qualification defense	33g-26
iii.	Pregnancy Discrimination Act.....	33g-28
iv.	Fetal-protection policies	33g-31
v.	Sexual harassment	33g-31
vi.	Sexual orientation discrimination	33g-36
d.	National Origin Discrimination.....	33g-38
e.	Religious Discrimination.....	33g-40
f.	Retaliation	33g-43
i.	Protected activity	33g-44
ii.	Adverse employment action	33g-46
iii.	Employer knowledge	33g-48
iv.	Causation	33g-49
v.	Legitimate, non-retaliatory reason.....	33g-50
vi.	Pretext.....	33g-51
g.	Enforcement	33g-51
i.	EEOC administrative process	33g-51
ii.	Standing	33g-53
iii.	Timeliness.....	33g-53
iv.	Class actions	33g-56
v.	Remedies	33g-57
2.	Equal Pay Act.....	33g-58
3.	Age Discrimination in Employment Act	33g-59
a.	Prohibited Conduct.....	33g-59
b.	Exceptions	33g-62
c.	Enforcement	33g-65
4.	Americans with Disabilities Act	33g-67
a.	Coverage.....	33g-68
b.	Existence of a Disability	33g-70
i.	Impairment.....	33g-70
ii.	Major life activity	33g-71
iii.	Substantially limited	33g-72
iv.	Regarded as having a disability	33g-75
c.	Qualified Individuals	33g-75
d.	Reasonable Accommodation.....	33g-78
e.	Pre-employment Inquiries and Employee Medical Exams.....	33g-81
f.	Theories of Liability.....	33g-81

United States (IB)—contd.

- g. Employer Defenses..... 33g-83
 - h. Relation to FMLA 33g-83
 - i. Relation to Social Security Disability 33g-83
 - j. Employee Benefit Claims..... 33g-84
 - k. Remedies 33g-85
 - 5. Executive Order 11246 and Related Acts 33g-85
 - 6. Genetic Information Nondisclosure Act 33g-87
 - 7. State and Local Laws 33g-89
- C. Contractual Limits on Plaintiffs’ Access to the Courts 33g-90
- D. Extraterritorial Application of U.S. Employment Discrimination Laws 33g-94
- E. Applicability of U.S. Employment Discrimination Laws to Foreign Corporations Doing Business in the United States 33g-95

- VII. Occupational Safety and Health and Workers’ Compensation..... 33h-1
- A. Occupational Safety and Health 33h-1
 - 1. Duties Imposed on Employers..... 33h-5
 - a. General Duty to Provide a Safe Workplace..... 33h-5
 - b. Duty to Comply with Occupational Safety and Health Standards 33h-5
 - c. Recordkeeping..... 33h-7
 - d. Retaliation 33h-10
 - e. Multiemployer Worksites 33h-12
 - 2. Enforcement..... 33h-13
 - a. Inspections..... 33h-14
 - i. Categories and scope 33h-14
 - ii. Opening conference..... 33h-17
 - iii. Walkaround inspection 33h-18
 - iv. Closing conference 33h-19
 - b. Citations 33h-20
 - c. Types and Degrees of Violations 33h-20
 - i. Civil penalties 33h-20
 - ii. Criminal penalties..... 33h-23
 - d. Imminent Danger Enforcement Proceedings 33h-23
 - e. Severe Violator Enforcement Program... 33h-23
 - f. State Criminal Statutes 33h-25

3.	Post-Citation Proceedings and Litigation Under the OSH Act.....	33h-26
a.	Informal Conference	33h-26
b.	Initiating Litigation	33h-26
c.	OSHA’s Burden of Proof.....	33h-28
d.	Employer Defenses.....	33h-30
e.	Pre-hearing Proceedings.....	33h-32
	i. Pleadings.....	33h-32
	ii. Pre-hearing or pre-trial orders	33h-32
	iii. Discovery	33h-32
	iv. Inspections	33h-33
f.	Settlement of Contested Cases	33h-33
g.	Hearings	33h-34
h.	Post-Hearing OSHRC Proceedings.....	33h-34
i.	Judicial Review	33h-35
4.	Cooperative Programs.....	33h-36
a.	Consultation Service	33h-36
b.	Safety and Health Achievement Recognition Program.....	33h-37
c.	Voluntary Protection Programs	33h-38
d.	Strategic Partnership Program for Worker Safety and Health	33h-39
e.	Alliance Program.....	33h-39
B.	Workers’ Compensation	33h-40
1.	General Principles; Overview of the System.....	33h-40
2.	History and Theory	33h-41
3.	The”Three Pillars” of Coverage.....	33h-43
a.	The Employment Relation	33h-43
b.	The Parameters of Coverage	33h-44
c.	Injuries and Diseases Compensable	33h-45
4.	Benefits Payable.....	33h-46
a.	Wage-Replacement and Impairment Benefits.....	33h-47
b.	Medical Treatment Benefits	33h-49
5.	Administration	33h-49
6.	Litigation and Adjudication of Disputed Cases	33h-50
7.	Compromise Settlements and the Medicare Set-Aside Imbrogio.....	33h-52
a.	Agency Oversight.....	33h-53
b.	Dealing with Medicare	33h-53

United States (IB)—contd.

8.	Exclusive Remedy	33h-55
9.	Subrogation and Credit	33h-56
10.	Extraterritoriality	33h-57
11.	Insurance	33h-58
12.	Related Statutes.....	33h-59
13.	Comtemporary Issues; Trends	33h-61
	a. Interface of Workers’ Compensation and Patient Protection and Affordable Care Act	33h-61
	b. Ability of Employers to “Opt Out”	33h-61
	c. Phenomenon of “Carve-Outs”	33h-62
	d. Employee Status of Undocumented Workers	33h-63
	e. Employee Status of “Leased Workers”	33h-64
	f. Same-Sex Partner as Surviving Spouse	33h-65
	g. Telecommuters and Course of Employment	33h-65
	h. Causation Restrictions.....	33h-66
	i. Firefighters and the Cancer Presumption.....	33h-67
	j. Surge in Narcotic Usage.....	33h-68
	k. The Rise of “Evidence-Based Medicine” and Lobby Against Overtreatment.....	33h-69
	l. Overseas Military Activity and the Defense Base Act	33h-70
VIII.	Pensions and Benefits	33i-1
	A. Programs Sponsored by the Federal Government	33i-3
	1. Social Security	33i-3
	a. Retirement Benefits	33i-3
	b. Disability Benefits	33i-6
	c. Family Benefits	33i-6
	d. Survivors Benefits	33i-6
	2. Medicare	33i-8
	a. Part A Benefits.....	33i-8
	b. Part B Benefits.....	33i-9
	c. Medicare Exclusions	33i-11

d. Medicare + Choice	33i-11
e. Medicare Part D Benefits	33i-12
f. Coordination with Private Plans.....	33i-12
B. Employer-Sponsored Pension and Welfare	
Benefit Plans Regulated by ERISA	33i-13
1. Terminology.....	33i-15
2. Terms of a Plan	33i-17
3. Reporting and Disclosure.....	33i-18
a. Reporting and Disclosure	
Requirements.....	33i-18
b. Civil Penalties.....	33i-22
4. Fiduciary Responsibility	33i-22
a. Fiduciary Requirements	33i-22
i. Written instrument.....	33i-23
ii. Assets held in trust.....	33i-23
iii. Standards for fiduciary actions	33i-23
iv. Prohibited transactions	33i-25
v. Protection against fiduciary	
misconduct.....	33i-25
b. Fiduciary Liability.....	33i-26
5. Administration and Enforcement.....	33i-28
a. Claims Procedure	33i-28
b. Enforcement	33i-32
i. Criminal enforcement.....	33i-32
ii. Civil enforcement	33i-33
(a) Overview	33i-33
(b) Standard of review	33i-34
(c) Equitable vs. legal remedies....	33i-36
c. Retaliation	33i-40
d. Preemption	33i-41
6. Pension Plan Status and Benefit	
Requirements	33i-45
a. Qualified vs. Nonqualified Pension	
Plans	33i-45
b. Defined Benefit vs. Defined	
Contribution Plans.....	33i-47
c. Participation.....	33i-47
d. Vesting.....	33i-48
e. Benefit Accrual Requirements for	
Defined Benefit Plans.....	33i-49
f. Funding Requirements for Defined	
Benefit Plans.....	33i-52

United States (IB)—contd.

- g. Contribution Limits for Defined Contribution Plans 33i-55
- h. Distributions 33i-56
 - i. Form, time, and amount of benefit distributions 33i-56
 - ii. Tax treatment 33i-58
- i. Assignment..... 33i-60
- j. Federal Insurance of Pension Plan Benefits..... 33i-61
- k. Corporate Governance and Pension Reform: the Sarbanes-Oxley Act..... 33i-63
- 7. Welfare Benefit Plans..... 33i-65
 - a. Health Care Continuation Coverage..... 33i-65
 - b. Health Insurance Portability & Accountability Act..... 33i-68
 - i. Access, portability, and renewability requirements 33i-68
 - (a) Limitation on pre-existing condition exclusions..... 33i-69
 - (b) Non-discrimination based on health status..... 33i-70
 - (c) Guaranteed renewability in multiemployer plans..... 33i-71
 - ii. Administrative simplification 33i-71
 - (a) Electronic Health Care Transaction Standards 33i-72
 - (b) Privacy of Individually Identifiable Health Information Standards..... 33i-73
 - (c) Security and Electronic Signature Standards..... 33i-74
 - iii. Breach notification requirements... 33i-75
 - c. Patient Protection and Affordable Care Act..... 33i-75
 - i. Group health plan coverage mandates 33i-75
 - ii. Employer shared-responsibility penalties 33i-83
 - iii. The individual mandate 33i-84

iv.	Premium assistance tax credits and cost-sharing subsidies	33i-85
d.	Additional Standards for Group Health Plans	33i-85
i.	Mental health benefits	33i-85
ii.	Maternity benefits.....	33i-88
iii.	Reconstructive breast surgery.....	33i-88
iv.	Contraceptive drugs.....	33i-89
v.	Qualified medical child support orders	33i-89
e.	Health Reimbursement Arrangements....	33i-89
8.	Veterans' Rights.....	33i-92
C.	Individual Retirement Accounts	33i-93
1.	Traditional IRAs	33i-93
a.	Contributions and Deductions	33i-93
b.	Distributions	33i-94
c.	Rollovers	33i-95
2.	Roth IRAs	33i-96
a.	Contributions.....	33i-96
b.	Distributions	33i-97
c.	Rollovers	33i-97
d.	In-Plan Roth Conversions.....	33i-97
D.	Unemployment Compensation	33i-98
IX.	Immigration.....	33j-1
A.	United States Citizenship—U.S. Constitution.....	33j-2
B.	Brief History of U.S. Immigration Law	33j-5
1.	Qualitative (Bad Conduct) Restrictions	33j-5
2.	Quantitative Restrictions.....	33j-7
3.	Current Immigration to the United States.....	33j-7
C.	Overview of the Present U.S. Immigration System	33j-9
1.	Agencies Administering Immigration Law... a.	33j-9
a.	Transfer of INS Functions to Department of Homeland Security.....	33j-10
i.	U.S. Citizenship and Immigration Services.....	33j-10
ii.	U.S. Customs and Border Protection.....	33j-10
iii.	U.S. Immigration and Customs Enforcement.....	33j-11
b.	Role of the Department of State.....	33j-11

United States (IB)—contd.

- 2. Immigrant Visas and Permanent Resident Alien Status..... 33j-11
- 3. Non-Immigrant Visas..... 33j-13
 - a. Relationship Between Non-Immigrant and Immigrant Visas..... 33j-13
 - b. Work Permission 33j-13
 - c. No Uniform Identification or Work Permission Document 33j-14
- D. Immigrating to the United States on the Basis of Family Sponsorship..... 33j-14
 - 1. Unlimited Entry—Spouses, Parents, and Children of U.S. Citizens..... 33j-14
 - 2. First Preference—Adult Unmarried Sons and Daughters of U.S. Citizens..... 33j-15
 - 3. Second Preference—Spouses and Unmarried Sons and Daughters of Permanent Resident Aliens 33j-15
 - 4. Third Preference—Married Sons and Daughters of U.S. Citizens 33j-16
 - 5. Fourth Preference—Brothers and Sisters of U.S. Citizens..... 33j-16
 - 6. Quota Backlog Issues..... 33j-16
 - 7. Affidavit of Support Issues 33j-17
- E. Immigrating to the United States on the Basis of a Job Sponsorship..... 33j-17
 - 1. Categories of Aliens Permitted to Immigrate..... 33j-17
 - a. First Employment Preference—Priority Workers 33j-17
 - b. Second Employment Preference—Professionals Holding Advanced Degrees and Aliens of Exceptional Ability..... 33j-18
 - c. Third Employment Preference—Skilled Workers, Professionals, and Other Workers..... 33j-19
 - 2. Alien Labor Certification Process..... 33j-19
 - 3. The EB-5 Immigration Investor Program 33j-21
- F. Refugee and Asylum Status..... 33j-22

1.	The Well-Founded Fear of Persecution Standard	33j-22
2.	Refugee Status Procedures.....	33j-23
3.	Asylum Status Procedures	33j-24
G.	Other Means of Immigrating.....	33j-25
1.	“Diversity” Immigrants—The Lottery System.....	33j-25
2.	Miscellaneous Means of Immigrating	33j-26
H.	Non-Immigrant Visas.....	33j-27
1.	Temporary Working Visas.....	33j-28
a.	Specialty Occupation (H-1B), Agricultural and Seasonal Worker (H2A and B), and Trainee (H3) Visas	33j-28
i.	H-1B status	33j-28
(a)	Annual cap	33j-29
(b)	H-1B status and immigration.....	33j-30
(c)	Dependents.....	33j-30
(d)	Wages and working conditions	33j-31
(e)	Current status of the H-1B category	33j-32
ii.	H2 status	33j-33
(a)	Annual cap	33j-34
(b)	Current status of H-2B category	33j-34
iii.	H3 status	33j-34
b.	Exchange Visitors (J-1) Visas.....	33j-35
c.	Intracompany Transferee (L-1) Visas.....	33j-36
d.	Trade Treaty (E-1 and E-2) Visas	33j-36
e.	Science, Education, and Business (O) and Performer (P) Visas.....	33j-37
f.	Summary and Prospects for the Future	33j-37
2.	Non-Immigrant Family Visas.....	33j-38
a.	Spouses and Minor Children of Permanent Residents (V) Visas	33j-38
b.	Fiancé/Spouse (K) Visas.....	33j-38
3.	Academic Student (F) and Vocational Student (M) Visas.....	33j-38
4.	Crime Victim (T and U) Visas.....	33j-40

United States (IB)—contd.

- I. Employer Sanctions and Discrimination Issues ... 33j-41
 - 1. Employer Sanctions 33j-41
 - a. I9 Worksite Enforcement..... 33j-42
 - b. Social Security “No-Match” Letters 33j-44
 - i. Initial approach..... 33j-45
 - ii. The DHS’s 2007 proposed rule on no-match letters 33j-46
 - iii. Court action challenging the new rule on “no-match” letters..... 33j-47
 - c. E-Verify 33j-48
 - i. How E-Verify works 33j-49
 - ii. State law and E-Verify 33j-51
 - iii. E-Verify use required of federal contractors and subcontractors 33j-52
 - d. Summary and Analysis of the No-Match Rule, E-Verify, and Constructive Knowledge..... 33j-53
 - 2. Antidiscrimination Provisions 33j-54
 - 3. Tension Between U.S. Labor and Employment Laws and Immigration Laws... 33j-55
 - a. National Labor Relations Act..... 33j-55
 - b. Wage and Hour Laws 33j-57
 - c. Antidiscrimination Laws 33j-58
 - 4. Civil Suits Under the Racketeer Influenced and Corrupt Organizations Act 33j-59
- J. Post–September 11 Changes in the U.S. Immigration System 33j-60
 - 1. Reorganization of Former INS within Department of Homeland Security 33j-60
 - 2. Detention of Aliens 33j-60
 - 3. Tracking Aliens in the United States 33j-61
 - a. Student and Exchange Visitor Information Program 33j-62
 - b. United States Visitor and Immigrant Status Indicator Technology Program 33j-62
 - c. Passport Requirement..... 33j-63
- K. Efforts to Address Illegal Immigration..... 33j-64
 - 1. Removal Proceedings..... 33j-64
 - a. Illegal Immigration Reform and Immigrant Responsibility Act of 1996... 33j-64

b. Obama Administration Enforcement.....	33j-65
2. Bars to Entry	33j-67
3. ICE 287(g) Program.....	33j-69
4. ICE Mutual Agreement Between Government and Employers Program.....	33j-70
5. Secure Communities Program	33j-70
6. Deferred Action for Childhood Arrivals Program.....	33j-73
L. State Laws	33j-74
1. Scope of State Legislation	33j-74
2. Federal Preemption	33j-75
3. Driver’s Licenses.....	33j-80
4. In-State Tuition and Financial Aid.....	33j-82
M. Proposals for Changing the Immigration System	33j-83
1. 1996–2001	33j-84
2. 2005–2007	33j-85
3. 2008–2012	33j-89
4. 2012–2014	33j-91
5. Current Status of Immigration Reform.....	33j-95
NORTHERN MARIANA ISLANDS.....	33-201
Introduction.....	33-201
A. Background.....	33-201
B. The Covenant to Establish a Commonwealth of the Northern Mariana Islands in Political Union with the United States of America.....	33-204
C. Basic Makeup of the Government	33-205
D. Sources of Labor and Employment Law	33-206
1. Federal Sources of Labor and Employment Law	33-206
2. Local Sources of Labor and Employment Law	33-207
a. The CNMI Constitution	33-207
b. Statutes	33-208
E. U.S. Government Enforcement	33-209
F. Private Party Litigation.....	33-211
I. Individual Employment.....	33-215
II. Collective Bargaining	33-216
III. Representation by Entities Other Than Unions.....	33-220
IV. Redundancy and Transfers of Undertakings.....	33-221

Northern Mariana Islands (IB)—contd.

- V. Wages and Hours 33-221
 - A. Application of the U.S. Fair Labor Standards Act 33-221
 - B. Foreign Workers 33-223
 - C. Enforcement 33-223
- VI. Antidiscrimination 33-224
- VII. Occupational Safety and Health and Workers’ Compensation..... 33-225
 - A. Occupational Safety and Health 33-225
 - B. Workers’ Compensation 33-226
- VIII. Pensions and Benefits 33-227
 - A. Pensions and Welfare Benefits 33-227
 - B. Unemployment Benefits 33-227
- IX. Immigration..... 33-227
 - A. CNMI Control of Immigration—1976–2008 33-227
 - B. Application of Federal Immigration Law 33-230
 - C. The CNMI-Only Transitional Worker Program ... 33-232
 - D. The CMNI Commonwealth Employment Act of 2007 and the Immigration Conformity Act of 2010..... 33-233

PUERTO RICO..... 33-301

- Introduction..... 33-301
 - A. Government Structure..... 33-301
 - B. Division of Responsibility Between Federal and Local Government 33-301
 - C. Sources of Labor and Employment Law 33-302
 - 1. Federal Sources..... 33-302
 - 2. Local Sources..... 33-303
 - a. Constitution 33-303
 - b. Statutes 33-303
 - D. Administrative Agencies..... 33-305
 - E. Enforcement and Dispute Resolution 33-306
 - F. Class or Group Actions..... 33-307
 - G. Extraterritorial Application of Puerto Rico’s Labor and Employment Laws..... 33-308
- I. Individual Employment..... 33-308
 - A. Employment Contracts 33-308
 - 1. Fixed- and Indefinite-Term Contracts..... 33-308

2.	Temporary Employment Contracts	33-308
3.	Probationary Employment Contracts	33-309
4.	Independent Contractors	33-309
B.	Dismissal of Employees	33-310
1.	Employees Hired for a Fixed Term	33-310
2.	Employees Hired for an Indefinite Term	33-311
a.	Just Cause Requirement	33-311
b.	Severance Pay	33-312
3.	Dismissal During Probationary Period	33-312
C.	Privacy	33-313
1.	Drug Testing in the Private Sector	33-313
a.	Establishment of Program	33-313
b.	Circumstances Under Which Drug Test May Be Administered	33-314
i.	Work-related accident	33-314
ii.	Reasonable suspicion	33-314
c.	Methods of Conducting the Tests	33-315
d.	Positive Results	33-315
e.	Time to Attend Rehabilitation Programs	33-316
f.	Confidentiality	33-316
g.	Expenses	33-316
h.	Employer Liability	33-316
2.	Polygraph Tests	33-317
3.	Monitoring of Telephone Calls	33-317
4.	Video Surveillance	33-318
5.	Social Security Numbers	33-319
D.	Employee Duty of Loyalty, Trade Secrets, Covenants Not to Compete	33-320
1.	Employee Duty of Loyalty	33-320
2.	Trade Secrets	33-321
3.	Covenants Not to Compete	33-321
a.	Legitimate Business Interest	33-322
b.	What Are Reasonable Restrictions?	33-322
II.	Collective Bargaining	33-324
A.	Constitution	33-324
B.	Puerto Rico Labor Relations Act	33-324
1.	Relation to the National Labor Relations Act	33-324
2.	Antidiscrimination Provisions	33-325
C.	Collective Bargaining Agreements	33-326

Puerto Rico (IB)—contd.

- D. Picketing 33-326
- III. Representation by Entities Other Than Unions..... 33-327
- IV. Redundancy and Transfers of Undertakings..... 33-327
 - A. Redundancy 33-327
 - 1. Reasons for Dismissal or Suspension 33-327
 - a. Total Closing of Operations 33-328
 - b. Partial Closing of Operations or Partial Reduction of Employees 33-328
 - c. Temporary Closing of Operations 33-329
 - d. Reorganization and Technological Changes 33-330
 - 2. Order of Retaining Employees 33-330
 - a. Seniority 33-331
 - b. Ability or Efficiency 33-332
 - B. Transfers of Undertakings 33-332
 - 1. Overview 33-332
 - 2. The Successor Employer 33-332
- V. Wages, Hours, and Leave 33-334
 - A. Wages..... 33-334
 - 1. Minimum Wage, Vacation, and Sick Leave Act..... 33-334
 - 2. Minimum Wage..... 33-334
 - 3. Statutory Christmas Bonus 33-335
 - 4. Uniforms 33-336
 - 5. Payroll Regulations 33-336
 - a. Payment of Wages 33-336
 - b. Deductions from Wages 33-337
 - c. Recordkeeping Requirements..... 33-338
 - 6. Actions to Recover Wages 33-338
 - B. Hours 33-338
 - 1. Working Hours and Days Act 33-338
 - a. Workday 33-339
 - b. Workweek..... 33-339
 - c. Overtime..... 33-339
 - d. Meal Period 33-340
 - e. Flexible Scheduling..... 33-341
 - f. Enforcement 33-341
 - 2. Closing Law 33-342
 - 3. Rest Day..... 33-343
 - 4. Nursing Mothers in the Workplace 33-343

C.	Leave	33-344
1.	Vacation Leave	33-344
2.	Sick Leave.....	33-345
3.	Maternity Leave	33-346
a.	Prenatal and Post-Partum Leave.....	33-346
b.	Maternity and Pregnancy-Related Medical Conditions	33-347
c.	Adoption Leave	33-348
4.	Military Leave.....	33-348
5.	Sports Leave.....	33-348
6.	Jury or Witness Duty.....	33-349
VI.	Antidiscrimination	33-350
A.	Introduction	33-350
B.	Local Antidiscrimination Laws	33-352
1.	Constitution.....	33-352
2.	Antidiscrimination in Employment Act.....	33-352
3.	Sex Discrimination in Employment Act	33-354
4.	Sexual Harassment in Employment Act	33-354
5.	Disability Discrimination Act	33-355
6.	Working Mothers Protection Act	33-356
7.	Breastfeeding Mothers Discrimination Act.....	33-358
8.	Sexual Orientation and Sexual Identity Discrimination Act.....	33-358
9.	Anti-Retaliation in Employment Act	33-359
C.	Other Local Antidiscrimination Provisions	33-360
1.	Military Service	33-360
2.	Political Party Affiliation	33-360
3.	Providing Testimony in Official Proceedings.....	33-360
4.	Labor Union Activities.....	33-360
5.	Refusal to Lift, Transport, or Bear Excess Loads.....	33-361
VII.	Occupational Safety and Health and Workers’ Compensation.....	33-361
A.	Occupational Safety and Health	33-361
1.	Occupational Safety and Health Act.....	33-361
2.	Domestic Violence Protocol.....	33-362
3.	Smoking Regulation.....	33-362
B.	Workers’ Compensation	33-363
VIII.	Pensions and Benefits	33-365
A.	Federal Regulation.....	33-365

Puerto Rico (IB)—contd.

- B. Local Regulation 33-366
 - 1. Non-Occupational Disability Compensation 33-366
 - 2. Social Security for Chauffeurs..... 33-367
 - 3. Unemployment Insurance 33-368
 - 4. Employer Matching Contributions 33-368
- IX. Immigration..... 33-369

EXTRATERRITORIAL APPLICATION OF U.S. LAWS.....

- Introduction..... 34-1
 - A. Extraterritoriality of Federal and State Labor-Related Laws, Generally..... 34-1
 - 1. Presumption Against Extraterritoriality 34-1
 - 2. Jurisdictional Issues 34-4
 - B. Statutes Not Covered in Other Sections of This Chapter That Have Extraterritorial Effect 34-6
 - 1. The Foreign Corrupt Practices Act 34-6
 - a. Antibribery Provisions 34-6
 - b. Accounting and Recordkeeping Provisions 34-7
 - c. The OECD Convention and the FCPA ... 34-8
 - d. Enforcement Authority 34-8
 - e. Penalties 34-9
 - f. Enforcement Actions 34-10
 - g. Definition of “Foreign Official” 34-18
 - h. Statute of Limitations 34-19
 - i. Extraterritorial Application 34-20
 - j. 2012 Joint DOJ/SEC Guidance 34-21
 - k. United Nations Convention Against Corruption 34-23
 - 2. The Alien Tort Claims Act 34-24
 - a. Defining the Law of Nations—The *Sosa* Case..... 34-26
 - b. Interplay Between the ATCA and the Foreign Sovereign Immunities Act..... 34-28
 - c. Extraterritorial Jurisdiction 34-33
 - d. Personal Jurisdiction 34-37

e.	Corporate Liability	34-39
f.	Secondary Liability	34-41
g.	Procedural Issues.....	34-44
i.	Standing	34-44
ii.	Statute of limitations.....	34-45
iii.	Exhaustion of remedies	34-47
h.	Separation of Powers.....	34-49
i.	The <i>Garamendi</i> case	34-49
ii.	Role of the executive branch in international human rights litigation.....	34-51
i.	Survey of Human Rights Cases.....	34-54
i.	The <i>Unocal</i> case	34-54
ii.	The <i>Chevron</i> case.....	34-56
iii.	The <i>Royal Dutch Petroleum Co.</i> case	34-57
iv.	The <i>Khulumani</i> case	34-58
v.	The <i>ExxonMobil</i> case.....	34-60
vi.	The comfort women case.....	34-61
vii.	The <i>Pfizer</i> case.....	34-62
j.	Employment and Labor Cases.....	34-63
i.	The <i>Coca-Cola</i> case.....	34-63
ii.	The <i>Drummond</i> case.....	34-64
iii.	The <i>Del Monte</i> case	34-65
3.	The Torture Victim Protection Act.....	34-68
a.	Definitions	34-68
b.	Relationship to ATCA	34-69
c.	Exhaustion of Remedies.....	34-70
d.	Statute of Limitations	34-71
e.	Color of Law Requirement.....	34-72
f.	Persons Who May Be Liable.....	34-74
g.	Extraterritorial Jurisdiction	34-75
h.	Secondary Liability	34-75
I.	Individual Employment.....	34-76
A.	Individual Contract of Employment	34-76
B.	Wrongful Discharge	34-76
1.	Breach of Contract.....	34-76
2.	Implied Covenant of Good Faith and Fair Dealing	34-77
3.	Wrongful Termination in Violation of Public Policy	34-78

Extraterritorial (IB)—contd.

- a. Discharge for Refusing to Perform an Illegal Act 34-79
 - i. Cases upholding overseas application of the public policy doctrine for refusing to perform an illegal act..... 34-79
 - ii. Cases rejecting overseas application of the public policy doctrine for refusing to perform an illegal act..... 34-83
- b. Termination in Retaliation for Exercising a Vested or Statutory Right... 34-85
- c. Discharge for “Whistleblowing” 34-86
- C. Privacy 34-90
- D. Alternative Dispute Resolution Systems 34-91
- II. Collective Bargaining 34-94
 - A. Determining Which Nation’s Laws Apply 34-94
 - B. Standards for Determining Whether U.S. Law Applies to Extraterritorial Activities..... 34-98
 - 1. Applying the Non-Extraterritorial Presumption in a Labor Law Setting 34-98
 - 2. The “Effects Test” and the “Conduct Test”... 34-103
 - a. Non–Labor Law Cases 34-103
 - b. Labor Law Cases 34-106
 - c. The Impact of *Morrison v. National Australia Bank Ltd.*..... 34-113
 - 3. The Foreign Compulsion and Act of State Doctrines 34-117
 - a. The *Local 553, Transport Workers Union Case* 34-117
 - b. The *ALPA v. TACA Case*..... 34-118
 - c. The *Flight Attendants v. United Airlines Case* 34-121
 - d. The United Flight Attendants’ Maternity Benefits Case 34-122
 - e. Attempted Reliance on “Savings Clauses” 34-124
 - 4. Application of U.S. Labor Laws to Foreign Employers in the United States 34-124

III. Representation by Entities Other Than Unions.....	34-126
IV. Redundancy and Transfers of Undertakings.....	34-127
V. Wages, Hours, and Leave	34-128
A. Wages and Hours	34-128
1. Fair Labor Standards Act	34-128
a. Application to Work Performed Outside the United States	34-128
b. Application to Employees of Foreign Governments	34-128
c. Application to Holders of H-2A and H-2B Visas.....	34-129
2. State Wage and Hour Statutes	34-131
B. Leave	34-133
VI. Antidiscrimination	34-134
A. Application of U.S. Civil Rights Laws to Foreign Employers in the United States	34-134
1. Title VII: National Origin Discrimination	34-134
a. Business Necessity Defense	34-134
b. The FCN Treaty Defense.....	34-135
i. FCN treaties.....	34-136
ii. Purpose of the “of their choice” provisions.....	34-136
c. Reconciling the Clash Between Title VII and FCN Treaties	34-137
i. Possible approaches: Immunity for hiring executives based on their citizenship (majority view)....	34-138
ii. Possible approaches: Title VII applies, but employer’s BFOQ burden lightened (minority view)	34-140
iii. Possible approaches: Full immunity for executive hiring (minority view)	34-141
iv. Absolute bar.....	34-141
d. Immunity From Disparate Impact Claims.....	34-142
e. Branch vs. Subsidiary.....	34-142
i. FCN treaties protect only foreign corporations and their U.S. branches	34-143

Extraterritorial (IB)—contd.

- ii. U.S.-incorporated subsidiaries’ invocation of their foreign parents’ FCN treaty rights 34-143
 - iii. The “single employer integrated enterprise” test 34-145
 - iv. The “affecting access to employment” test..... 34-146
- 2. ADEA 34-147
- 3. Civil Rights Act of 1866 34-148
 - a. National Origin/Race..... 34-149
 - b. Citizenship..... 34-150
- 4. Statutory Minimum Number of Employees..... 34-151
- 5. Employer Defenses Based on Sovereignty ... 34-153
 - a. Scope of the FSIA’s Immunity 34-153
 - b. Exceptions to Immunity Under the FSIA 34-154
 - i. Commercial activity 34-154
 - ii. Employment as a commercial activity 34-155
 - c. Circuit Court Decisions..... 34-156
 - d. Civil Service 34-157
- 6. Foreign Nations as Litigants in United States Employment Disputes 34-158
- 7. International Organizations..... 34-159

- B. Extraterritorial Application of U.S. Employment Discrimination Laws 34-159
- 1. ADEA 34-159
 - a. Definition of “Employee” 34-159
 - b. Issue of Control 34-161
 - c. The Foreign-Law-Conflict Defense 34-163
 - d. The Foreign-Sovereignty-Compulsion Defense..... 34-164
- 2. Title VII and the Americans with Disabilities Act..... 34-164
 - a. Civil Rights Act of 1991..... 34-164
 - b. EEOC Guidance 34-168
- 3. Section 1981 34-169
- 4. Equal Pay Act..... 34-170

5.	EEOC Jurisdiction	34-170
6.	State Antidiscrimination Laws	34-171
VII.	Occupational Safety and Health and Workers’ Compensation.....	34-174
A.	Occupational Safety and Health Act.....	34-174
B.	Workers’ Compensation	34-174
1.	Coverage Under State Statutes for Out-of- State Injuries	34-175
2.	Choice-of-Law	34-177
C.	Other Claims Involving Employee Safety	34-181
1.	Wrongful Termination	34-181
2.	Negligence Liability for Injured Foreign Employees.....	34-182
VIII.	Pensions and Benefits	34-183
A.	Introduction	34-183
B.	Government-Sponsored Social Security Systems.....	34-188
1.	Heroes Earnings Assistance and Relief Tax Act of 2008	34-189
2.	Utilization of 3121(l) Agreements	34-190
3.	Coverage of Non-residents	34-191
4.	Examples.....	34-191
5.	Totalization Agreements	34-192
C.	Private Pension Plans.....	34-194
1.	Issues Faced by Multinationals.....	34-196
a.	The United Kingdom’s “Corresponding Approval” Approach.....	34-198
b.	Cross-Border Pension Plans in the European Union.....	34-199
c.	International Pension Plans	34-203
d.	U.S. Participation in Cross-Border Pension Pooling.....	34-203
e.	OECD Initiatives	34-204
f.	Taxation of U.S. Multinationals	34-205
2.	Deductibility of Compensation and Benefits by U.S. Multinational Employers	34-206
a.	Taxation of Domestic Trusts.....	34-207
i.	Qualified plans.....	34-207
ii.	Controlled groups	34-208
iii.	Deductibility	34-209
(a)	Common law employment	34-209

Extraterritorial (IB)—contd.

- (b) Secondment..... 34-211
 - (c) Alternative approaches..... 34-213
 - (d) Partnerships..... 34-213
 - b. Taxation of Foreign-Based Employee Benefit Trusts 34-214
 - i. Foreign trusts 34-215
 - ii. Grantor trust rules..... 34-216
 - iii. Transfers to foreign trusts..... 34-217
 - iv. I.R.C. Section 679..... 34-217
 - v. Indirect transfers to a foreign trust 34-218
 - vi. Interrelationship of foreign grantor trusts and deferred compensation 34-220
 - vii. Section 404A exemption..... 34-222
 - viii. Foreign trust earnings and the grantor trust rule 34-223
 - ix. Difference from Section 679 provisions..... 34-225
 - x. Taxation of subsidiaries 34-227
- 3. Employee Taxation 34-228
 - a. U.S. Citizens and U.S. Residents 34-228
 - i. The HEART Act 34-229
 - ii. I.R.C. Section 911..... 34-231
 - iii. U.S. tax treaties..... 34-233
 - (a) IRS Publication 901 34-233
 - (b) Economic employer concept 34-234
 - b. Resident Aliens..... 34-236
 - c. Non-Resident Aliens 34-236
 - d. Aliens Who Have Rendered Services Both Inside and Outside the United States 34-239
 - e. I.R.C. Section 409A 34-240
 - i. Statutory restrictions..... 34-241
 - ii. Regulations 34-244
 - iii. Deferred compensation arrangements that include U.S. citizens and/or resident aliens..... 34-245

- iv. General exemptions for foreign plans..... 34-246
 - (a) Plans covered by tax treaties 34-246
 - (b) Foreign social security plans... 34-247
 - (c) Tax equalization agreements... 34-247
 - (d) U.S. citizens 34-248
 - (e) U.S. residents 34-248
 - (f) Other broad-based foreign plans not covered by treaty 34-249
 - (g) Foreign separation agreements 34-250
 - (h) Non-resident aliens 34-250
- v. Offshore trust rules 34-251
- vi. Compliance initiative project..... 34-252
- f. Impact of the Education Jobs and Medicaid Assistance Act of 2010 34-253
 - i. Changes to the foreign tax credit... 34-254
 - ii. Repeal of 80/20 company rules 34-254
- g. Offshore Tax Compliance..... 34-255
- 4. Reporting and Disclosure Requirements 34-256
 - a. Foreign Account Tax Compliance Act of 2009..... 34-256
 - b. Justice Department Program for Swiss Banks 34-258
 - c. OECD Convention on Mutual Administrative Assistance in Tax Matters..... 34-259
 - d. Hiring Incentives to Restore Employment Act..... 34-260
- D. Litigation Under ERISA..... 34-261
- IX. Immigration..... 34-266

LABOR PROVISIONS IN U.S. FREE TRADE AGREEMENTS UNDER THE TRADE

- PROMOTION AUTHORITY ACT OF 2002 35-1**
 - I. Trade Promotion Authority 35-3
 - A. Overall U.S. Trade Negotiating Objectives with a Labor Component 35-3
 - B. Principal U.S. Negotiating Objectives with a Labor Component..... 35-4

TPAA (IB)—contd.

- II. Labor Matters in U.S. Free Trade Agreements With Chile and Singapore 35-6
 - A. Structure 35-7
 - B. Content 35-8
 - 1. Obligations..... 35-8
 - 2. Institutions 35-10
 - 3. Labor Cooperation Mechanism 35-10
 - 4. Consultations 35-11
 - 5. Dispute Settlement..... 35-11
 - 6. Coverage 35-13
- III. Labor Matters in U.S. Free Trade Agreements After Chile and Singapore..... 35-14
- IV. Enforcement Activities Related to TPA Agreements 35-16

- NAFTA APPENDIXES** A-1
 - A. North American Agreement on Labor Cooperation (NAALC) A-1
 - B. Procedural Guidelines Applicable to U.S. Free Trade Agreements With Labor Standards Provisions..... B-1
 - C. Guidelines for Public Communications Submitted to the Canadian National Administrative Office under Labour Cooperation Agreements or Chapters C-1
 - D. Procedural Guidelines of the Mexican National Administrative Office Under NAALC D-1
 - E. Rules of Procedure for Evaluation Committees Under NAALC E-1
 - F. National Advisory Committee for Labor Provisions of U.S. Free Trade Agreements F-1

Part 3. Other European Countries

- Norway..... *see Volume IIA*
- Russia..... *see Volume IIA*
- Switzerland..... *see Volume IIA*
- Ukraine *see Volume IIA*
- Bibliography IIA *see Volume IIA*

Part 4. Miscellaneous Countries

Africa

South Africa see *Volume IA*
Nigeria..... see *Volume IIB*

Asia

China..... see *Volume IA*
Hong Kong (part of China)..... see *Volume IA*
Japan..... see *Volume IA*
Appendix: Sample Work Rules..... see *Volume IA*
Cambodia..... see *Volume IIB*
India..... see *Volume IIB*
Indonesia..... see *Volume IIB*
Singapore see *Volume IIB*
South Korea..... see *Volume IIB*
Taiwan..... see *Volume IIB*
Vietnam..... see *Volume IIB*

Middle East

Israel see *Volume IIB*
Saudi Arabia see *Volume IIB*

Oceania

Australia..... see *Volume IIB*
New Zealand..... see *Volume IIB*

South America

Brazil..... see *Volume IA*
Argentina..... see *Volume IIB*
Chile..... see *Volume IIB*
Venezuela see *Volume IIB*
Bibliography IIB see *Volume IIB*

Part 5. International Organizations

THE INTERNATIONAL LABOUR

ORGANIZATION 85-1

Introduction..... 85-1

A. The Treaty of Versailles 85-3

B. Formation and Growth of the ILO..... 85-5

I. Structure 85-6

A. International Labour Conference..... 85-7

B. The Governing Body 85-7

C. International Labour Office 85-8

II. International Labor Standards..... 85-9

A. Terminology 85-9

B. Adoption of International Labor Standards—
1919 to Present 85-9

C. Fundamental Conventions 85-10

D. Governance Conventions..... 85-11

E. Recent Areas of Standard-Setting..... 85-12

1. Maritime Standards..... 85-12

2. HIV/AIDS..... 85-13

3. Domestic Work 85-14

4. Social Protection 85-15

5. Forced Labor..... 85-16

6. Informal Economy 85-19

III. The Standard-Setting Process 85-20

A. Standard-Setting Procedures 85-20

B. Standard-Setting Reform..... 85-22

1. Working Party on the Revision of
Standards..... 85-22

2. The Integrated Approach to Standard
Setting 85-23

IV. Ratification of ILO Conventions..... 85-24

A. ILO Constitutional Obligation to Ratify ILO
Conventions 85-24

B. Level of Ratification 85-25

1. The Overall Level of Ratification 85-25

2. The Eight Fundamental Workplace Rights
Conventions 85-25

**V. Monitoring Country Compliance With Conventions
Each Has Ratified..... 85-26**

A. Article 22 Reports on Implementation of
Ratified Conventions 85-26

1.	Reporting	85-26
2.	Review by the Conference Committee on the Application Standards and the Committee of Experts on the Application of Conventions and Recommendations.....	85-27
	a. Conference Committee on the Application of Standards.....	85-27
	b. Committee of Experts on the Application of Conventions and Recommendations	85-27
	c. Case Review by the Committee on the Application of Standards.....	85-29
	d. Debate Concerning the Committee of Experts' Position on the Right to Strike	85-29
	B. Constitutional Procedures for Promoting Implementation and Enforcement	85-34
	1. Article 24 Representations.....	85-35
	2. Article 26 Complaints	85-36
	C. Article 33 and Myanmar/Burma.....	85-37
VI.	Survey and Complaint Procedures Applicable to All ILO Member States Regardless of Conventions Ratified or Not Ratified.....	85-41
	A. General Surveys—Article 19 Reporting by Non-Ratifying Countries	85-41
	1. General Survey Procedure	85-41
	2. Recent General Survey Topics	85-42
	B. Committee on Freedom of Association	85-44
VII.	International Labor Standards and International Trade.....	85-46
	A. Working Party on the Social Dimensions of Globalization	85-46
	B. Declaration on Fundamental Principles and Rights at Work and Its Follow-up.....	85-47
	1. Substance and Scope of the Declaration.....	85-47
	2. Follow-up Procedures	85-48
	a. Annual Review	85-49
	b. Global Report	85-49
	c. Committee for the Recurrent Discussion on Fundamental Rights and Principles	85-50

ILO (IB)—contd.

- C. Influence on U.S. Trade Policy..... 85-52
- VIII. Guidelines for Multinational Enterprises 85-53
- IX. Labor Standards and the Supply Chain..... 85-55
- X. Technical Assistance, Information and Research,
 and Training 85-57
- XI. Responding to the Challenges of Globalization..... 85-59
- A. Decent Work Agenda..... 85-59
- B. Declaration on Social Justice for a Fair
 Globalization 85-61
- XII. Addressing the Global Jobs Crisis 85-64
- XIII. Additional ILO Initiatives 85-65
- A. Labor Administration..... 85-65
- B. Youth Employment..... 85-66
- C. Employment and Social Protection in the New
 Demographic Context..... 85-67
- D. Sustainable Development, Decent Work, and
 Green Jobs 85-68
- E. Social Dialogue 85-69
- F. Employment Policy 85-70
- Appendix: ILO Declaration on Fundamental Principles
 and Rights at Work and Annex 85-72

**THE INTERNATIONAL FINANCIAL
INSTITUTIONS.....**

- 86-1
- Introduction..... 86-1
- I. Activities Involving the ILO 86-2
- A. Relationship Between the IFIs and the ILO 86-2
- B. Poverty Reduction Strategies and the ILO 86-8
- II. Activities Involving International Trade Unions 86-10
- III. Incorporation of Core Labor Standards in IFI
 Policies and Guidelines..... 86-11
- IV. State Influence on and Involvement With IFI
 Policies 86-15
- A. Europe 86-15
- B. Canada 86-17
- C. United States..... 86-19
- 1. Implementation of Core Labor Standards
 in IFI Loan Activities..... 86-19
- 2. Conditions Attached to IFI
 Appropriations 86-20

3. Activities of the U.S. Executive Director.....	86-20
4. Treasury Department Reports	86-21

THE ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT	87-1
Introduction.....	87-1
I. Structure	87-5
A. The Council	87-5
1. Functions.....	87-5
2. The Secretary-General	87-6
3. Ministerial Sectoral Meetings	87-6
B. The Secretariat.....	87-7
C. The Committees and Working Groups	87-8
II. Key Activities of the OECD	87-9
A. Agriculture.....	87-9
B. Biotechnology.....	87-10
C. Combating Bribery and Corruption.....	87-12
D. Competition	87-13
E. Consumer Policy	87-14
F. Cooperative Relations with Non-Member Economies (Global Relations).....	87-15
G. Corporate Governance.....	87-16
H. Development.....	87-17
I. Economics	87-18
J. Education.....	87-20
K. Employment, Labor, and Social Affairs	87-20
L. Energy.....	87-24
M. Entrepreneurship, SMEs, and Local Development.....	87-26
N. Environment	87-27
O. Health	87-30
P. Industry and Entrepreneurship	87-31
Q. Information and Communication Technologies and the Internet Economy.....	87-32
R. Investment.....	87-33
S. Public Governance and Territorial Development.....	87-35
T. Science and Innovation.....	87-37
U. Statistics.....	87-40
V. Sustainable Development	87-41
W. Taxation	87-41
X. Trade.....	87-43

UNION PARTICIPATION IN INTERNATIONAL

LABOR AFFAIRS..... 88-1

- I. National Trade Union Centers 88-1
 - A. Overview 88-1
 - B. The AFL-CIO 88-3
 - 1. International Affairs 88-4
 - 2. Role Within the ILO..... 88-6
 - C. Other National Trade Union Centers 88-7
- II. International Worker Organizations..... 88-7
 - A. International Trade Union Confederation..... 88-7
 - B. Global Union Federations..... 88-9
 - C. Trade Union Advisory Committee 88-10
 - D. Labour 20..... 88-12
- III. Regional Trade Union Structures..... 88-13
 - A. Africa, Asia, and Latin America 88-13
 - B. Europe..... 88-14

Table 1. Global Union Federations 88-17

INTERNATIONAL EMPLOYERS

ASSOCIATIONS..... 89-1

- I. International Architecture of Employers Associations 89-2
 - A. Overview 89-2
 - B. Overview of the Principal International Employers Associations..... 89-3
 - C. Regional Employers Associations 89-5
 - D. National Employers Associations..... 89-6
- II. Principal International Employers Associations 89-6
 - A. International Chamber of Commerce 89-6
 - B. International Organisation of Employers 89-8
 - C. Business and Industry Advisory Committee 89-10
 - D. Business 20 Coalition 89-12
- III. Regional Employers Associations 89-13
 - A. BUSINESSEUROPE..... 89-13
 - B. European Round Table of Industrialists 89-15
 - C. APEC Business Advisory Council 89-16
 - D. Business Technical Advisory Committee on Labor Matters 89-18
- IV. National Employers Associations 89-19
 - A. In General 89-19
 - B. United States Council for International Business..... 89-20

THE WORLD TRADE ORGANIZATION 90-1

Introduction..... 90-1

 I. Origins of the WTO 90-4

 II. Enforcement of WTO Agreements 90-4

 III. WTO Structure 90-5

 IV. National Commitments Under GATT and the
WTO..... 90-6

 A. Phase One: Removing Conventional Trade
Barriers 90-7

 B. Phase Two: Regulating Trade Retaliation..... 90-7

 1. Antidumping 90-8

 2. Countervailing Duties 90-8

 3. Escape Clauses..... 90-8

 4. Section 301 90-9

 C. Phase Three: Expanding the Concept of
“Trade” 90-10

 1. Intellectual Property..... 90-10

 2. Services 90-10

 3. Investment..... 90-11

 V. Current Negotiations and Implementation..... 90-11

 VI. U.S. Precedents for Including Labor Standards in
Trade Agreements 90-12

 VII. Outlook for the Future..... 90-14

**THE ROLE OF ADMINISTRATIVE TRIBUNALS
IN ADJUDICATING WORKPLACE RIGHTS
WITHIN INTERNATIONAL
ORGANIZATIONS (IB)** 91-1

Introduction..... 91-1

 I. Development of Administrative Tribunals 91-2

 A. Growth of International Organizations as
Employers..... 91-2

 B. Development of International Organizations’
Statutes, Rules and Regulations, and Due
Process Obligations 91-4

 C. Structure of Administrative Procedures..... 91-5

 1. Informal Review and Dispute Resolution..... 91-5

 2. Peer Review 91-8

 3. Appeals to the Administrative Tribunal 91-11

 II. Functioning of Administrative Tribunals..... 91-12

 A. Staffing 91-12

 B. Case Presentations 91-13

Tribunals—contd.

- C. Standards of Decisionmaking..... 91-15
- D. Frivolous Claims..... 91-17
- E. Case Loads..... 91-18
- F. Finality of Judgments 91-19
- G. Reaction of Courts to Arbitration Tribunal System 91-20
- III. Conclusion 91-22

Part 6. Issues for Multinational Corporations

CODES OF CONDUCT ON LABOR

- STANDARDS (IB) 95-1**
- Introduction..... 95-1
- I. Historical Antecedents 95-2
- II. Company and Sectoral Codes 95-5
- A. Individual Corporate Codes..... 95-6
 - 1. History 95-6
 - 2. Compliance Efforts 95-9
 - a. Nike: Codes of Conduct as Alleged “False Advertising” 95-9
 - b. IKEA: Codes of Conduct and International Framework Agreements 95-12
 - c. Apple: Corporate Codes and Multi-Stakeholder Initiatives..... 95-16
 - d. Walmart 95-22
 - i. Private party litigation to enforce code of conduct against issuing corporation 95-22
 - ii. Government enforcement against supplier covered by code of conduct..... 95-24
- B. Industry Code of Conduct Initiatives..... 95-25
 - 1. Sector-Specific Initiatives 95-26
 - a. National Retail Federation Statement of Principles on Supplier Legal Compliance..... 95-27
 - b. International Council of Toy Industries Code of Business Practices 95-27
 - c. Collegiate Licensing Company Labor Codes Standard..... 95-28

d.	Electronic Industry Code of Conduct.....	95-30
e.	Worldwide Responsible Apparel Production	95-30
i.	Content and structure.....	95-31
ii.	Compliance program	95-32
f.	Alliance for Bangladesh Worker Safety.....	95-33
i.	History	95-34
ii.	Governance	95-37
iii.	Compliance efforts.....	95-37
iv.	Funding and financial responsibility	95-40
v.	Enforcement of member commitments	95-42
vi.	Criticism	95-44
2.	Cross-Industry Initiatives.....	95-45
a.	Business Social Compliance Initiative ...	95-45
b.	Global Social Compliance Programme	95-49
III.	Multi-Stakeholder Initiatives	95-53
A.	Charter of Fundamental Principles of Global Trade for Textiles and Apparel	95-53
B.	Charter on Child Labor in the Footwear Sector ...	95-54
C.	Fair Labor Association	95-55
1.	History and Structure	95-55
2.	Code of Conduct	95-57
3.	Monitoring Programs.....	95-60
a.	Compliance Procedures.....	95-60
b.	Audits of Apple Supply Chain	95-61
D.	Social Accountability International	95-61
1.	SA8000 Certification Standard	95-62
2.	Certification Assessments	95-63
E.	Ethical Trading Initiative	95-65
1.	History and Structure	95-66
2.	Base Labour Code and Principles of Implementation	95-66
3.	Compliance Programs.....	95-68
F.	Fair Wear Foundation	95-69
G.	Worker Rights Consortium.....	95-73
1.	History and Structure	95-73
2.	Compliance Efforts	95-79

Codes of Conduct (IB)—contd.

- a. Russell Athletic and Freedom of Association in Honduras 95-79
 - b. Industry-wide Minimum Wage Violations in Bangalore, India..... 95-80
 - c. Nike and adidas: Supplier Severance Liabilities in Honduras and Indonesia.... 95-82
 - d. PVH Corp.: Factory Safety in Bangladesh 95-84
 - H. Accord on Fire and Building Safety in Bangladesh 95-84
 - 1. History 95-85
 - 2. Terms of the Agreement..... 95-88
 - a. Scope 95-88
 - b. Governance..... 95-89
 - c. Credible Inspections 95-91
 - d. Remediation 95-92
 - e. Training 95-93
 - f. Complaints Process 95-94
 - g. Transparency and Reporting..... 95-94
 - h. Supplier Incentives 95-95
 - i. Financial Support 95-96
- IV. Implementation of U.S.-Mandated Internal Codes of Conduct in European Companies 95-96
 - A. Introduction 95-96
 - B. Germany 95-97
 - C. France 95-101
 - D. EU Law..... 95-105
 - 1. European Convention on Human Rights 95-105
 - 2. EU Data Privacy Directive..... 95-106
 - a. Article 29 Data Protection Working Party..... 95-106
 - i. Legal obligation to collect data..... 95-107
 - ii. Legitimate interest 95-107
 - iii. Proportionality 95-108
 - (a) Limit on the number of persons eligible to report through whistleblowing systems 95-108

- (b) Limit on the number of persons who may be incriminated through a whistleblowing system 95-108
- (c) Encouraging identified and confidential reports instead of anonymous reports 95-108
- (d) Data processing only for the purpose of processing the report 95-109
- (e) Compliance with data retention periods 95-110
- iv. Clear information about the whistleblowing system 95-110
- v. Rights of the incriminated person 95-110
- b. General Data Protection Regulation 95-111
- E. Conclusion 95-112

GLOBALIZATION OF WORK: OFFSHORE

- OUTSOURCING (IB) 96-1**
 - I. Introduction 96-1
 - II. Offshore Outsourcing from a U.S. Perspective 96-4
 - A. Assessing the Scope of the Phenomenon 96-4
 - 1. The Number of Jobs Affected 96-4
 - a. The Move Toward Offshoring 96-4
 - b. The Data Are Mixed, Inshoring May Balance Offshoring 96-7
 - c. The Future of Offshoring 96-7
 - 2. The Types of Jobs Affected 96-9
 - a. Manufacturing 96-9
 - b. Information Technology (IT) 96-10
 - c. Legal Services 96-11
 - 3. Factors Driving the Choice of Offshoring Destination 96-15
 - 4. Potential Effects on Job Markets 96-16
 - B. National Policy Responses 96-19
 - 1. Protection of Existing Jobs 96-20
 - 2. Assistance to Dislocated Workers 96-24
 - 3. Improving Global Competitiveness 96-25
 - C. Effects of Domestic Laws on Global Work Sourcing 96-27

Globalization of Work (IB)—contd.

- 1. Extraterritorial Application of U.S. Laws..... 96-28
- 2. Laws Protecting Existing Employment Relationships..... 96-29
- 3. Non-Delegable Responsibilities for Offshored Work..... 96-30
- D. Rationalizing the Legal Framework for Global Work Sourcing..... 96-31
- E. Planning for Successful Offshoring..... 96-31
- III. The European Experience 96-32
 - A. Introduction 96-32
 - B. Labor and Employment Law Issues in Offshoring..... 96-35
 - 1. Dismissal Protection 96-36
 - 2. Collective Redundancies..... 96-38
 - 3. Transfers of Undertakings..... 96-39
 - 4. Information and Consultation Obligations Toward Employee Representatives 96-41
 - 5. Rights and Strategies of Unions..... 96-42
 - 6. Data Export Issues 96-46
 - C. Conclusion..... 96-47

COMPENSATING THE INTERNATIONALLY

- MOBILE EXECUTIVE (IB)..... 97-1**
 - I. Introduction: What Is an Internationally Mobile Executive?..... 97-1
 - II. Compensation Techniques for IMEs..... 97-2
 - A. Compensation Options 97-2
 - 1. Pure “Balance Sheet” Approach 97-2
 - 2. Modified “Balance Sheet” Approach..... 97-2
 - 3. “Net to Net” Approach..... 97-2
 - 4. True Destination Pricing Approach 97-3
 - 5. Regional or Global Approach 97-3
 - 6. Pure Local Approach 97-3
 - B. Tax Equalization..... 97-3
 - 1. No Equalization 97-5
 - 2. Equalization Based on Neutral Countries..... 97-5
 - 3. Repatriation Bonuses in Lieu of Equalization 97-5
 - C. Retirement Benefits 97-6
 - 1. Defined Benefit Plan..... 97-6

2.	Cash Balance/Defined Contribution Plans....	97-8
3.	Other Issues.....	97-9
III.	Tax Issues.....	97-9
A.	U.S. Rules—Taxation of Citizens and Green Card Holders.....	97-10
B.	U.S. Taxation—Nonresident Aliens	97-12
C.	Countries with Source-Based Taxation	97-14
D.	Residence-Based Taxation.....	97-15
E.	Effect of Treaties	97-17
F.	Tax Havens	97-21
G.	Non-U.S. Taxation of Deferred Compensation	97-22
H.	U.S. Taxation of Deferred Compensation	97-25
1.	I.R.C. Section 409A.....	97-25
2.	I.R.C. Section 457A.....	97-30
a.	Nonqualified Deferred Compensation....	97-31
b.	Nonqualified Entities.....	97-31
c.	Amount Includible in Income	97-33
d.	Effective Date	97-34
e.	Coordination with Section 409A.....	97-34
IV.	Regulatory Issues	97-35
A.	ERISA.....	97-35
B.	Foreign Laws	97-37
1.	Contract Law Issues.....	97-37
2.	Trust Laws.....	97-39
3.	Foreign Account Tax Compliance Act Reporting	97-40
V.	Benefit Security Issues.....	97-41
A.	Description of Concerns.....	97-41
B.	Taxation to Employees	97-41
1.	Basic Issues.....	97-41
2.	Trustee-Discretionary Trusts.....	97-42
3.	Rabbi Trusts	97-43
4.	Insurance Products.....	97-44
a.	Surety or Performance Bonds	97-45
b.	Distributed Annuity or Endowment Contracts.....	97-46
c.	Company-Owned Life Insurance	97-48
d.	Buyer-Designed Life Insurance.....	97-49
5.	Employee Leasing (Global Employment Organizations).....	97-50
C.	Taxation to Employers.....	97-50

CIME (IB)—contd.

- 1. Basic Taxation of Employer for Employee Benefit Trusts..... 97-51
- 2. Global Employment Organizations..... 97-52
- VI. Issues Involving Stock Compensation 97-53
 - A. Legal and Regulatory..... 97-53
 - 1. U.S. Rules 97-53
 - 2. Foreign Rules..... 97-55
 - B. Taxation of Employees 97-57
 - 1. U.S. Taxes 97-57
 - a. U.S. Taxpayers..... 97-57
 - b. Nonresident Aliens 97-58
 - 2. Effects of Treaties 97-59
 - 3. Foreign Taxes..... 97-60
 - C. Taxation of Employers..... 97-61
 - 1. U.S. Taxes 97-61
 - 2. Foreign Taxes..... 97-63

NEGOTIATING AND DRAFTING EXPATRIATE

- EMPLOYMENT AGREEMENTS (IB) 98-1**
 - I. Introduction..... 98-1
 - II. Defining the Employment Relationship..... 98-2
 - A. The Contracting Parties 98-2
 - B. At-Will vs. Definite Term..... 98-3
 - III. Choice of Law and Jurisdiction 98-6
 - A. Governing Law and Choice-of-Law Provisions ... 98-6
 - 1. United States..... 98-7
 - 2. European Union 98-8
 - 3. Other Countries..... 98-9
 - 4. Conclusion 98-10
 - B. Jurisdiction 98-11
 - IV. Dispute Resolution..... 98-14
 - A. Arbitration 98-14
 - 1. The Use of Arbitration in the United States and Abroad..... 98-14
 - 2. New York Convention 98-18
 - 3. The Use of Arbitration Provisions in Expatriate Agreements..... 98-18
 - B. Mediation..... 98-20
 - 1. The Use of Mediation in Resolving Employment Disputes..... 98-20

2. EU Mediation Directive	98-21
V. The Key Terms of Expatriate Agreements	98-22
A. Term of Employment and Renewal	98-22
B. Reassignment.....	98-24
C. Localization	98-24
D. Scope of Employment	98-27
E. Foreign Language Requirement	98-27
F. Compensation, Benefit Plans, Social Security, and Stock Plans.....	98-28
1. Tax Equalization and Tax Gross Up of Expatriate Benefits/Expenses.....	98-28
2. Benefits	98-29
3. Social Security	98-32
a. U.S. System.....	98-32
b. Foreign Rules	98-34
4. Equity Grants	98-35
G. Ending the Employment Relationship.....	98-38
1. Notice.....	98-38
2. Termination.....	98-39
3. Good Reason Resignation.....	98-42
4. Resolving Disputes	98-44
5. Repatriation and Severance Packages.....	98-44
6. Bringing the Employee Back to the United States	98-45
H. Post-Employment Obligations and Restrictions: Confidential Information, Trade Secrets, and Other Restrictive Covenants	98-46
1. Post-Employment Obligations: Confidential Information/Trade Secrets	98-47
2. Post-Employment Restrictions: Non-Competition, Non-Solicitation.....	98-51
a. U.S. Enforcement of Non-Competition Agreements.....	98-51
b. Enforcement Outside the United States	98-52
c. Choice of Law and Forum Selection Provisions: <i>Duarte</i> and <i>Samengo-Turner</i>	98-54
3. Practice Points in Drafting Restrictions.....	98-57
I. Conclusion.....	98-58
VI. The Requirements for Expatriates Going Abroad.....	98-59
A. Understanding Employees' Needs Abroad.....	98-59

NDEEA (IB)—contd.

- B. Expatriate Benefits Checklist 98-59
 - 1. Compensation/Taxation Issues..... 98-59
 - 2. Cost-of-Living, Housing, and Automobile Allowance 98-60
 - 3. Health Benefits..... 98-61
 - 4. Relocation Allowance 98-61
 - 5. Vacation 98-61
 - 6. Home, Personal, or Emergency Leave..... 98-62
 - 7. Children’s Education..... 98-62
 - 8. Social Security 98-62
 - 9. Reassignment/Repatriation 98-62
 - 10. Immigration Issues..... 98-63
 - 11. Language Training 98-63
 - 12. Spousal Assistance..... 98-63
 - 13. Hardship Payments 98-63
 - 14. Claw-Backs..... 98-63
 - 15. Club Membership Fees 98-64

LITIGATION OF INTERNATIONAL EMPLOYMENT DISPUTES (IB).....

- I. Introduction..... 99-1
- II. Pre-Filing Considerations 99-2
 - A. Determining the Law Applicable to the Claim..... 99-2
 - 1. Extraterritorial Application of U.S. Statutory Law..... 99-3
 - 2. Application of Foreign Law to U.S. Citizens Working Abroad 99-7
 - 3. Role of Contractual Choice-of-Law Provisions..... 99-10
 - a. EU Approach 99-10
 - b. U.S. Approach 99-11
 - B. Determining the Forum in Which to File the Claim 99-13
 - 1. Jurisdiction Exercised by U.S. Courts 99-13
 - a. Subject Matter Jurisdiction..... 99-13
 - b. Personal Jurisdiction 99-14
 - 2. Forum Non Conveniens 99-18
 - 3. Role of Contractual Forum-Selection Provisions..... 99-20

a. EU Approach	99-20
b. U.S. Approach	99-21
4. Litigating in Foreign Courts.....	99-22
5. Litigating in International Courts	99-23
III. International Service of Process and Discovery	99-24
A. Federal Rule of Civil Procedure 4(f) and the Hague Service Convention	99-25
1. Applicability	99-25
2. Methods of Service	99-27
B. Federal Rule of Civil Procedure 28(b) and the Hague Evidence Convention	99-31
1. Methods of Obtaining Evidence	99-32
2. The Case of Société Nationale Industrielle Aérospatiale	99-34
C. Obstacles and Practical Approaches to Cross-Border Discovery	99-36
1. Domestic Discovery for Foreign Cases	99-38
D. The Foreign Sovereign Immunities Act Section 1608	99-40
IV. International Enforcement of Judgments	99-40
A. Legal Standards	99-40
B. The <i>Chevron</i> Case.....	99-43
V. International Class Actions and Group Litigation Abroad.....	99-45
VI. Conclusion	99-48

**TOP TEN ISSUES FOR U.S. EMPLOYERS DOING
BUSINESS IN ANOTHER COUNTRY (IB).....**

Introduction.....	100-1
I. Hiring Employees	100-2
A. The Employment Relationship.....	100-2
1. Requirement for a Writing.....	100-3
2. Language of the Agreement.....	100-4
3. Reservation of Management Rights.....	100-5
B. Hiring Process	100-6
C. Independent Contractors and Atypical Workers ...	100-6
1. Independent Contractors.....	100-6
2. Agency Workers.....	100-7
3. Part-Time and Fixed-Term Employees	100-9
4. Telecommuting	100-12
D. Human Trafficking	100-13
II. Conditions of Employment	100-13

Top Ten Issues (IB)—contd.

- A. Wages and Hours 100-14
 - 1. Wages 100-14
 - 2. Working Hours 100-16
- B. Leave 100-17
- C. Privacy 100-19
 - 1. Employee Privacy Rights 100-19
 - 2. Social Media 100-20
 - 3. Data Export 100-23
- D. Transfers of Business 100-25
- E. Social Insurance 100-25
- III. Employee Dismissal 100-26
 - A. Notice 100-26
 - B. Severance Pay 100-27
 - C. Dismissal for Cause 100-27
 - D. Economic-Based Layoffs 100-28
 - E. Retirement 100-32
 - F. Resignation 100-32
- IV. The Role of Unions and Works Councils 100-33
- V. Antidiscrimination Laws 100-37
 - A. Overview 100-37
 - B. Discrimination Against Part-Time and Fixed-Term Workers 100-39
 - C. Age Discrimination 100-39
 - D. Marital Status Discrimination 100-40
 - E. Sexual Harassment 100-41
 - F. Race and Ethnic Origin Discrimination 100-42
 - G. Workplace Bullying 100-43
 - H. Sexual Orientation Discrimination 100-44
 - I. Disability Discrimination 100-45
- VI. Immigration 100-46
- VII. Negotiating and Drafting Expatriate Employment Agreements 100-48
 - A. Application of Foreign Law to U.S. Citizens Working Abroad 100-49
 - B. Choice-of-Law and Jurisdiction Provisions 100-49
 - C. Non-Judicial Dispute Resolution 100-53
 - D. Ending the Employment Relationship 100-54
 - E. Severance Packages 100-54
 - F. Trade Secrets and Other Restrictive Covenants 100-54

VIII. Litigation of International Employment Disputes	100-55
IX. Corporate Codes of Conduct.....	100-58
X. Globalization of Work: Offshore Outsourcing	100-64
A. Extraterritorial Application of U.S. Laws.....	100-65
B. Laws Protecting Existing Employment Relationships	100-66
C. Notice Requirements	100-69
D. Non-Delegable Responsibilities	100-69

SOCIAL NETWORKING AND THE GLOBAL

WORKFORCE (IB)	101-1
Introduction	101a-1
I. Social Media and 21st Century Communications.....	101a-2
II. Business and Professional Use.....	101a-3
III. Communications Mechanism for Unions	101a-5
IV. Individual Communications.....	101a-5
V. Legal Implications: A Country-by-Country Overview	101a-7
A. The Americas.....	101a-7
1. Canada	101a-7
2. Mexico	101a-8
3. United States	101a-8
B. Asia.....	101a-9
1. China.....	101a-9
2. Hong Kong.....	101a-10
3. Japan	101a-10
C. Europe.....	101a-11
1. Belgium.....	101a-11
2. France.....	101a-11
3. Germany.....	101a-11
4. Italy	101a-12
5. Spain	101a-12
6. Sweden.....	101a-12
7. United Kingdom	101a-12
D. Australia	101a-13
The Americas	101b-1
Canada.....	101b-1
I. Privacy Law	101b-2
A. Current Legislation.....	101b-2
1. Canadian Privacy Legislation	101b-2

Social Networking (IB)—contd.

- 2. Statutory Tort 101b-6
- 3. Quebec Civil Code..... 101b-8
- B. Common Law 101b-8
 - 1. Invasion of Privacy..... 101b-8
 - 2. Breach of the Covenant of Good Faith and Fair Dealing..... 101b-11
- II. Application of Privacy Law to Workplace Social Media Issues..... 101b-11
 - A. Employer Access to and Monitoring of Employee Communications..... 101b-11
 - 1. Human Rights Legislation & Pre-employment Screening..... 101b-11
 - 2. Reasonable Expectations of Privacy in the Workplace 101b-13
 - 3. Employer Access to Information on Social Networking Web Sites in Civil Litigation..... 101b-15
 - B. Employer Liability for Employee Conduct Online 101b-16
 - C. Employee Liability and Protections for Workplace-Related Use of Electronic Communications..... 101b-18
 - D. Implications for Collective Bargaining 101b-21
 - E. Social Media Policies 101b-22
- Mexico 101c-1
 - I. Current Legislation and Principles..... 101c-1
 - II. Employer Policies and Privacy Notices 101c-3
 - III. Implications for Collective Bargaining..... 101c-5
- United States 101d-1
 - I. Legislation..... 101d-1
 - A. Electronic Monitoring and Privacy Statutes 101d-2
 - 1. Federal Statutes..... 101d-2
 - a. Electronic Communications Privacy Act 101d-2
 - i. Federal Wiretap Act 101d-2
 - ii. Federal Stored Communications Act 101d-4
 - b. Computer Fraud and Abuse Act 101d-5
 - 2. State Statutes..... 101d-5

B. Economic Espionage Statutes.....	101d-7
C. Social Media Password Statutes.....	101d-8
D. Human Rights Statutes.....	101d-9
E. Wage and Hour Statutes.....	101d-11
F. Labor Statutes.....	101d-12
G. Statutes Protecting Medical Information.....	101d-13
H. Fair Credit Reporting Act.....	101d-13
I. Whistleblower Protections.....	101d-14
J. Lawful Off-Duty Activity Statutes.....	101d-15
II. Common Law.....	101d-15
III. Application of Principles.....	101d-16
A. Employer Access to and Monitoring of Employee Social Media Activity and Communications.....	101d-16
1. Access via Employer-Provided Devices or Systems.....	101d-17
2. Access Without Implied or Express Authorization.....	101d-19
3. Disputed Ownership of Social Media Sites and Content.....	101d-23
4. Access to Employee Communications with Legal Counsel.....	101d-24
5. Access to Information on Social Media Sites in Litigation.....	101d-26
B. Employee Rights, Protections and Responsibilities With Respect to Social Media Use and Communications.....	101d-28
1. Employee Social Media Communications as Potential Protected Concerted Activity.....	101d-28
a. Parameters of Protected Concerted Activity.....	101d-30
b. Employer Policies and Protected Concerted Activity.....	101d-34
2. Employee Social Media Communications Implicating Human Rights Protections and Violations.....	101d-38
3. Public Employee Social Media Communications.....	101d-40
4. Employee Social Media Use as Compensable Time Under Wage and Hour Laws.....	101d-41

Social Networking (IB)—contd.

- C. Employee Civil and Criminal Liability for Unauthorized Access, Possession, and Use..... 101d-41
- D. Employee Liability and Other Consequences for Content of Social Media Communications..... 101d-43
- E. Social Media Policies 101d-46
- Asia**..... 101e-1
- China**..... 101e-1
 - I. Current Legislation 101e-1
 - II. Application of Principles 101e-3
 - A. Employer Access to and Monitoring of Employee Communications..... 101e-3
 - B. Employer Liability for Electronic Communications..... 101e-4
 - C. Employee Protections and Consequences Related to Workplace Use of Electronic Communications..... 101e-5
 - D. Implications for Collective Bargaining 101e-6
 - E. Social Media Policies 101e-6
- Hong Kong**..... 101f-1
 - I. Current Legislation 101f-1
 - II. Application of Principles 101f-1
 - A. Employer Access to and Monitoring of Employee Communications..... 101f-1
 - B. Employer Liability for Electronic Communications..... 101f-2
 - C. Employee Liability and Protections for Workplace-Related Use of Electronic Communications..... 101f-3
 - D. Implications for Collective Bargaining 101f-5
 - E. Social Media Policies 101f-5
- Japan** 101g-1
 - I. Current Legislation 101g-1
 - II. Application of Principles 101g-2
 - A. Employer Access to and Monitoring of Employee Communications..... 101g-2
 - B. Potential Employer Liability for Employee Electronic Communications 101g-4

C. Employee Liability and Protections for Workplace-Related Use of Electronic Communications.....	101g-4
1. Employees’ Duty of Loyalty.....	101g-4
2. Libelous Communications.....	101g-6
D. Implications for Collective Bargaining.....	101g-6
E. Social Media Policies.....	101g-7
Europe	101h-1
Belgium.....	101h-1
I. Applicable Legislation.....	101h-1
A. Employment Contracts Act.....	101h-1
B. Article 8 of the European Convention on Human Rights and Article 22 of the Belgian Constitution.....	101h-2
C. Legislation Concerning Telecommunications.....	101h-2
1. Article 134bis of the Criminal Code.....	101h-3
2. Article 124 of the Electronic Communication Act.....	101h-3
3. Article 550bis of the Criminal Code.....	101h-3
4. Collective Bargaining Agreement No. 81.....	101h-4
D. Law of December 8, 1992 on Privacy Protection in Relation to the Processing of Personal Data	101h-5
1. Grounds for Processing.....	101h-5
2. Sanctions for Non-compliance.....	101h-6
a. Civil Proceedings.....	101h-6
b. Criminal Sanctions.....	101h-6
II. Application of Legal Principles to the Social Media Phenomenon.....	101h-7
A. Social Media and Recruitment.....	101h-7
B. Employee Social Media Use During Work Hours.....	101h-7
C. Employee Social Media Use During Nonworking Hours.....	101h-8
D. Unauthorized Disclosure of Trade Secrets and Confidential Information.....	101h-9
E. Social Media and Freedom of Speech.....	101h-10
F. Social Media, Employee Discipline, and Burdens of Proof.....	101h-12
1. Case Law Examples.....	101h-12
a. Information Received Indirectly.....	101h-12

Social Networking (IB)—contd.

b. Information Obtained Through Monitoring of Communications.....	101h-13
2. Privacy Commission Recommendation.....	101h-14
III. Social Media Policies.....	101h-15
France.....	101i-1
I. Current Legislation	101i-1
A. Right to Privacy	101i-1
B. Freedom of Speech.....	101i-2
1. 1881 Freedom of the Press Act.....	101i-2
2. Labor Code	101i-3
3. Collective Labor Law.....	101i-3
C. Employee Duties of Good Faith and Loyalty.....	101i-3
D. Protection of Business Reputation and Trade Secrets	101i-4
II. Application of Principles	101i-4
A. Employer Reliance on Social Media Content in Recruiting.....	101i-4
B. Employer Access to Employee Communications—Privacy Protections.....	101i-5
1. Employee Privacy Rights in Workplace Communications	101i-6
2. Employee Notice.....	101i-10
3. Criminal Liability for Accessing Private Communications	101i-10
4. Best Practices for Lawful Access to Workplace Communications.....	101i-10
5. Employee Privacy Rights in Communications Outside of Work.....	101i-11
C. Employee Blogs and Other Public Social Media Communications—Freedom of Speech Protections.....	101i-19
D. Employee Private Use of Social Media and Employer Systems During Working Time.....	101i-23
E. Social Media Policies	101i-25
Germany.....	101J-1
I. Current Legislation	101j-1
A. Data Privacy Protection Laws.....	101j-2
B. Criminal Law (Unauthorized Access to Data, Violation of Privacy of Correspondence, Disclosure of Business Secrets).....	101j-3

C. Labor and Employment Laws.....	101j-4
II. Application of Principles	101j-5
A. Employer Access to and Monitoring of Employee Communications.....	101j-5
1. Video Monitoring.....	101j-5
2. Monitoring and Control of Business E-mail Accounts.....	101j-7
3. Control of Smartphones	101j-8
4. Background Checks	101j-9
5. Sanctions for Violation.....	101j-11
B. Parameters of Employee Workplace and Private Use of Electronic Media.....	101j-11
1. Prohibition of Private Use.....	101j-11
2. Excessive Use During Working Time	101j-12
3. Defamation of the Employer in Blogs and Social Networks	101j-13
4. Unauthorized Deleting of Company Data.....	101j-14
C. Implications for Collective Bargaining	101j-15
D. Social Media Policies	101j-16
Italy	101k-1
I. Current Legislation	101k-1
A. Italian Workers’ Statute	101k-1
B. Italian Data Protection Code	101k-3
C. Guidelines Issued by the Italian Privacy Authority.....	101k-5
II. Application of Principles	101k-6
A. Employer Access to and Monitoring of Employee Use of Employer Systems	101k-6
B. Employer Vetting and Background Checks	101k-9
C. Employer Access to Employee Personal, Nonworking Time Postings, and Communications.....	101k-10
D. Employee Private Use of Social Media and Employer Systems During Working Time.....	101k-11
E. Implications for Collective Bargaining	101k-12
F. Social Media Policies	101k-13
Spain	101k-1
I. Current Legislation	101k-1
II. Application of Principles	101k-1

Social Networking (IB)—contd.

- A. Employee Access to and Monitoring of Employee Communications on Employer Systems..... 101k-1
- B. Employer Access and Monitoring of Communications of Employee Representatives ... 101k-5
- C. Employer Access to Employee Personal, Nonworking Time Postings, and Communications..... 101k-6
- D. Implications for Collective Bargaining 101k-8
- E. Social Media Policies 101k-9
- Sweden..... 101m-1
 - I. Current Legislation 101m-2
 - A. Personal Data Act 101m-2
 - 1. Restrictions on Employer Monitoring 101m-2
 - 2. Breach of Privacy Rights 101m-4
 - B. Act on Co-determination in Working Life 101m-4
 - C. Potential Criminal Liability 101m-5
 - D. Employment Discrimination Laws and the Employment Protection Act..... 101m-5
 - II. Application of Principles 101m-6
 - A. Employer Control of Employee Social Media Access..... 101m-6
 - B. Employer Action Based on Employee Postings or Use of Social Media 101m-6
 - 1. Private Employers 101m-7
 - 2. Public Employers 101m-10
 - C. Employer Liability for Employee Electronic Communications 101m-11
 - D. Employee Liability for Electronic Communications..... 101m-12
 - E. Implications for Collective Bargaining 101m-13
 - F. Social Media Policies 101m-13
- United Kingdom..... 101n-1
 - I. Employer Monitoring of Employee Electronic Communications and Internet Usage..... 101n-2
 - II. Disciplinary Sanctions for Excessive Personal Use of Social Media..... 101n-7

III. Disciplinary Sanctions for Potential Reputational Damage.....	101n-9
IV. Proprietary and Intellectual Property Rights.....	101n-13
V. Employer Responsibility for Employee Statements on Social Media.....	101n-16
A. Discrimination	101n-16
B. Bullying and Harassment	101n-17
VI. Use of Social Media to Vet Potential Employees.....	101n-18
VII. Trade Union Use of Social Media.....	101n-19
A. Use of Social Media Tools.....	101n-19
B. Litigation Concerning Trade Union Use of Social Media/Networking Tools.....	101n-21
VIII. Employer Policies on Social Media.....	101n-23
Oceania	101o-1
Australia.....	101o-1
I. Current Legislations.....	101o-1
A. Privacy Legislation	101o-1
B. Employee Surveillance	101o-3
C. Advertising Standards	101o-4
D. Defamation	101o-4
E. Antidiscrimination Laws	101o-5
F. Occupational Health and Safety Legislation	101o-5
G. Anti-Bullying Regulations.....	101o-6
H. Common Law	101o-6
II. Application of Legislation and Common Law Principles to Workplace Social Media Issues.....	101o-7
A. Employer Access to and Monitoring of Employee Communications.....	101o-7
1. Pre-employment Screening.....	101o-7
2. Workplace Surveillance/ Investigations	101o-8
B. Employer Liability for Employee Conduct Online	101o-8
C. Employee Discipline Related to Social Media Activity	101o-9
D. Implications for Collective Bargaining	101o-10
E. Social Media Policies	101o-10

THE IMPACT OF INTERNATIONAL HUMAN RIGHTS LAW ON LABOR AND EMPLOYMENT

LAW (IB) 102-1

Introduction..... 102-1

I. The Human Rights Nexus with Labor and Employment Law in Europe 102-8

A. European Convention on Human Rights 102-8

1. The Convention..... 102-8

2. European Court of Human Rights 102-9

3. Case Law..... 102-11

a. Freedom of Religion (Article 9)..... 102-12

i. The *Eweida* Quartet..... 102-12

(a) *Eweida One (Eweida)* 102-12

(b) *Eweida Two (Chaplin)*..... 102-17

(c) *Eweida Three (Ladele)*..... 102-18

(d) *Eweida Four (McFarlane)*..... 102-20

(e) Summary of the *Eweida* quartet..... 102-21

ii. Other religious liberty decisions.... 102-22

(a) *Siebenhaar v. Germany* 102-22

(b) *Alexandridis v. Greece* 102-22

(c) *Wasmuth v. Germany*..... 102-23

(d) *S.A.S. v. France* 102-23

b. Freedom of Expression (Article 10)..... 102-26

i. *Vallauri v. Italy* 102-27

ii. *Sanchez v. Spain*..... 102-27

iii. *Sorguc v. Turkey*..... 102-30

iv. *Guja v. Moldova*..... 102-31

v. *Kudeshkina v. Russia* 102-32

vi. *Frankowicz v. Poland*..... 102-33

vii. *Heinisch v. Germany*..... 102-33

viii. *Vellutini v. France* and *Pentikainen v. Finland* 102-33

c. Interference with Private and Family Life (Article 8) 102-33

i. *Bigaeva v. Greece* 102-34

ii. *Garcia Mateos v. Spain*..... 102-35

iii. *Kopke v. Germany*..... 102-35

iv. *Copland v. United Kingdom* 102-37

v. *Martinez v. Spain* 102-37

vi. *Obst v. Germany* and *Schuth v. Germany* 102-40

vii.	<i>Ozpinar v. Turkey</i>	102-41
viii.	<i>D.M.T. v. Bulgaria</i>	102-42
ix.	<i>Volkov v. Ukraine</i>	102-42
x.	<i>Gillberg v. Sweden</i>	102-43
xi.	<i>Mateescu v. Romania</i>	102-43
d.	Discrimination (Article 14)	102-43
i.	<i>Martin v. Spain</i>	102-44
ii.	<i>Jehovas Zeugen in Osterreich v. Austria</i>	102-45
iii.	<i>Markin v. Russia</i>	102-46
iv.	<i>Andrle v. Czech Republic</i>	102-47
v.	<i>Manenc v. France</i>	102-49
vi.	<i>I.B. v. Greece</i>	102-49
vii.	<i>Amer v. France</i>	102-50
viii.	<i>Andrejeva v. Latvia</i>	102-50
ix.	<i>P.B. v. Austria</i>	102-51
x.	<i>Hulea v. Romania</i>	102-52
xi.	The Polish “Pensions While Working” Cases	102-52
e.	Union and Other Free Association (Article 11)	102-53
i.	<i>Redfearn v. U.K.</i>	102-53
ii.	<i>Sindicatul “Pasto eel Bun” v. Romania</i>	102-54
iii.	<i>Silveri v. Italy</i>	102-56
iv.	<i>Demir and Baykara v. Turkey</i>	102-57
v.	<i>Enerji Yapi-Yol Sen v. Turkey</i>	102-57
vi.	<i>Wilson, National Union of Journalists, and Others v. United Kingdom</i>	102-58
vii.	<i>Fatma Akaltun Firat v. Turkey</i>	102-58
B.	The Nexus Between Human Rights and Labor and Employment Law in the European Charter of Fundamental Rights of the European Union and in the Court of Justice of the European Union	102-58
1.	Charter of Fundamental Rights of the European Union	102-62
a.	General Provisions and Relationship to Other Sources of Human Rights.....	102-62
b.	Specific Charter Rights and Freedoms...	102-63

Human Rights (IB)—contd.

- c. Limitations on Rights in the Charter 102-66
 - 2. Employment and Labor Decisions by the Court of Justice of the European Union Invoking the Charter and Other Sources of Human Rights in the Interpretation and Application of EU Treaties, Regulations, and Directives 102-66
 - a. Age Discrimination 102-68
 - b. Right to Paid Annual Leave..... 102-73
 - c. Gender Discrimination 102-74
 - d. Right to Family Reunification..... 102-75
 - e. Disability Discrimination 102-76
 - f. Sexual Orientation..... 102-78
 - g. Non-Employment Cases..... 102-79
- II. The Human Rights/Labor and Employment Law Nexus in the Americas 102-81
 - A. The Inter-American Declaration of Human Rights and the Inter-American Convention on Human Rights 102-82
 - 1. Inter-American Declaration of Human Rights 102-82
 - 2. Inter-American Convention on Human Rights 102-83
 - B. The Inter-American Commission on Human Rights and the Inter-American Court on Human Rights 102-84
 - 1. Inter-American Commission on Human Rights 102-84
 - 2. The Inter-American Court of Human Rights 102-85
 - C. Cases 102-86
 - 1. Rulings of the Inter-American Court 102-86
 - a. Discrimination 102-86
 - b. Protection of Salary as Property and Right to Remedy..... 102-87
 - c. Pension Rights of Civil Servants 102-88
 - d. Migrant Workers..... 102-88
 - 2. Rulings of the Inter-American Commission 102-89
 - a. Nondiscrimination 102-89

b.	Freedom of Association and Union- Related Cases	102-91
c.	Dismissal/Due Process	102-92
III.	Human Rights and Employment Law in Asia	102-93
A.	Introduction	102-93
B.	Association of Southeast Asian Nations (ASEAN)	102-94
1.	Rights and Principles	102-94
2.	Limitations	102-96
C.	Human Rights in Chinese Labor and Employment Law	102-98
1.	Introduction.....	102-98
2.	China Has Ratified Several International Human Rights Instruments	102-101
3.	The Impact of International Human Rights Law on China’ s Domestic Labor and Employment Law.....	102-103
D.	Human Rights and Work in India	102-105
1.	International Treaty Obligations	102-106
2.	Indian Domestic Law	102-107
3.	Judicial Decisions	102-108
4.	Deficits in Indian Adherence to Human Rights	102-111
IV.	Human Rights and Employment Law in Africa.....	102-112
A.	African Charter on Human and Peoples’ Rights.....	102-112
B.	Human Rights in South Africa	102-114
C.	Human/Employment Rights in the Law of Nigeria	102-115
V.	The Global Human Rights/Labor and Employment Law Nexus	102-117
A.	Introduction	102-117
B.	International Labour Organization	102-120
1.	Structure and Governance.....	102-120
2.	ILO Conventions.....	102-123
3.	1998 ILO Declaration of Fundamental Principles and Rights at Work and 2008 ILO Declaration on Social Justice for a Fair Globalization	102-127
a.	Declaration of Fundamental Principles and Rights at Work	102-127

Human Rights (IB)—contd.

- b. Declaration on Social Justice for a Fair Globalization 102-129
- 4. ILO Compliance and Enforcement Process 102-129
- 5. Examples of Cases and Reports by Country 102-131
 - a. United States 102-131
 - b. Myanmar 102-132
 - c. Mexico..... 102-135
 - d. Brazil 102-137
 - e. Other Countries 102-141
- C. United Nations Conventions, UN Human Rights Committee, and the UN Committee on the Elimination of Discrimination Against Women..... 102-142
 - 1. The Conventions 102-142
 - 2. Cases 102-145
 - a. UN Human Rights Committee 102-145
 - b. Committee on the Elimination of Discrimination Against Women 102-147
 - c. Other United Nations Bodies in the Human Rights Field 102-147
- VI. International Human Rights in Domestic Law: Incorporation, Interpretation, and Trade Conditionality..... 102-150
- VII. Private Ordering Linkages Between Human Rights and Conditions of Employment 102-156
 - A. Corporate Codes 102-157
 - B. Trade Group Promotion of Corporate Social Responsibility and Best Practices Guidelines of the OECD and United Nations..... 102-158
 - C. International Framework Agreements 102-161
 - D. The Role of Monitoring by Non-Governmental and Independent Organizations 102-161
 - E. Summary..... 102-161
- VIII. Summary 102-162

- BIBLIOGRAPHY** Z-IB-1
- Introduction..... Z-IB-1
 - A. Labor Law Encyclopedia & Dictionaries Z-IB-2

Encyclopedia	Z-IB-2
Dictionaries.....	Z-IB-3
B. National Labor Law.....	Z-IB-4
Constitutions.....	Z-IB-4
Legislation	Z-IB-5
Case Law	Z-IB-7
C. Comparative Labor Law Resources.....	Z-IB-7
D. Select Online Labor Law Research Resources.....	Z-IB-9
E. Foreign & International Legal Research	Z-IB-11
<i>Part 2. NAFTA/NAALC and Member Countries</i>	
NAFTA/NAALC	Z-IB-12
A. Primary Sources in English.....	Z-IB-12
B. General Secondary Materials	Z-IB-13
Book Chapters	Z-IB-13
C. Additional Materials	Z-IB-14
Books.....	Z-IB-14
Articles & Book Chapters	Z-IB-14
Canada.....	Z-IB-18
A. Primary Sources in English.....	Z-IB-18
Legislation	Z-IB-19
Case Law	Z-IB-19
B. General Secondary Materials	Z-IB-20
Books.....	Z-IB-20
Book Chapters	Z-IB-20
C. Additional Materials	Z-IB-21
Journal	Z-IB-21
Mexico	Z-IB-21
A. Primary Sources in English.....	Z-IB-21
B. General Secondary Materials	Z-IB-22
Books.....	Z-IB-22
Book Chapters	Z-IB-22
C. Additional Materials	Z-IB-23
Books.....	Z-IB-23
Articles & Book Chapters	Z-IB-23
United States	Z-IB-26
A. Primary Sources in English.....	Z-IB-26
Legislation & Case Law	Z-IB-27
Material Available Through Bloomberg BNA.....	Z-IB-27
Section of Labor and Employment Law, American Bar Association.....	Z-IB-28

Bibliography (IB)—contd.

Section of Labor and Employment Law	Z-IB-28
B. General Secondary Materials	Z-IB-28
Books	Z-IB-28
Book Chapters & Articles	Z-IB-29
C. Additional Materials	Z-IB-30
Journals.....	Z-IB-30

Part 5. International Organizations

The International Labour Organization	Z-IB-30
B. General Secondary Materials	Z-IB-33
Books	Z-IB-33
C. Additional Materials	Z-IB-34
Books	Z-IB-34
Articles & Book Chapters	Z-IB-35
The Organisation for Economic Co-operation and Development (OECD)	Z-IB-44
A. Primary Sources in English.....	Z-IB-45
C. Additional Materials	Z-IB-45
Articles & Book Chapters	Z-IB-45
World Trade Organization.....	Z-IB-46
C. Additional Materials	Z-IB-46
Books	Z-IB-46
Articles & Book Chapters	Z-IB-46

Part 6. Issues for Multinational Corporations

Corporate Codes of Conduct on Labor Standards	Z-IB-48
C. Additional Materials	Z-IB-48
Books	Z-IB-48
Articles & Book Chapters	Z-IB-49