



University of Connecticut School of Law Library



## LABOR AND EMPLOYMENT LAW

### Introduction

Labor and employment law is comprised of many sub-specialties and is governed by both federal and state law. Major categories are labor relations, which deals with unions and collective bargaining; employment discrimination, which can be based on race, sex, age, or disability; and individual employment rights, such as privacy, whistle-blowing, and at-will employment. Areas closely related to labor and employment law include immigration, occupational safety, pension rights, and workers' compensation.

### Research Guides

A good place to start in learning how to conduct research in this field is *West's Legal Desk Reference* (Reference KF 387 .W49 1991), specifically, the chapters entitled "Employment Discrimination and Wrongful Discharge," and "Labor Law and Arbitration."

Chapter 5 on "Federal Labor and Employment Law," by Barbara J. Fick in *Specialized Legal Research* (Leah Chanin, ed. 1991) (Reference Desk KF 240 .S64) is also very good.

### Texts and Practice Manuals

Patrick Hardin, ed., *The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act* (4th ed. 2002). KF 3369 .D48 2002. A project of the ABA Section of Labor and Employment Law and BNA.

Barbara Lindemann & Paul Grossman, *Employment Discrimination Law* (3d ed. 1996). KF 3464 .S34 1996. A project of the ABA Section of Labor and Employment Law and BNA.

Henry H. Perritt, *Americans with Disabilities Act Handbook* (4<sup>th</sup> ed. 2003) KF 3469 .P47 2003.

Harold S. Lewis, Jr. & Elizabeth J. Norman, *Employment Discrimination Law and Practice*. KF 3464 .A7 L49 2001. A hornbook.

Lex K. Larson, *Employment Discrimination*. KF 3464 .L37 1994. A ten-volume looseleaf treatise.

Janice Goodman, ed., *Employee Rights Litigation: Pleading and Practice*. KF 3471 .E46 1991. A three-volume looseleaf with forms; project of the National Employment Lawyers Association.

## Nutshells

Robert N. Covington & Kurt H. Decker, *Employment Law in a Nutshell* (2d ed. 2002). Reserve KF 3455 .C68 2002.

Mack A. Player, *Federal Law of Employment Discrimination in a Nutshell* (5th ed. 2004). Reserve KF 3464 .Z9P55 2004.

Dennis R. Nolan, *Labor and Employment Arbitration in a Nutshell*. Reserve KF 3425 .N638 1998.

Douglas L. Leslie, *Labor Law in a Nutshell* (4th ed. 2000). Reserve KF 3369 .3 .L39 2000.

### Online Catalog: <http://uconl.law.uconn.edu/>

In the law library's online catalog, search for the subjects, "Discrimination in Employment," "Labor Law," "Emigration and Immigration," "Workers Compensation," etc. See *West's Legal Desk Reference* for a list. For Connecticut materials, search subject "Discrimination in Employment–Connecticut," etc.

### Online periodical indexes: <http://www.law.uconn.edu/library/clipper/lpi.html>

LegalTrac (Legal Resource Index) uses Library of Congress subject headings, like the online catalog.

Index to Legal Periodicals uses its own subject headings; see *West's Legal Desk Reference* for a list.

### BNA's Labor and Employment Law Library Online: <http://www.law.uconn.edu/library/bna/>

Includes Americans with Disabilities, Fair Employment Practices, Individual Employment Rights, Labor Arbitration, Labor Relations Reference Manual, Labor Relations Reporter, and Wages and Hours.

**Lexis and Westlaw** both have Labor and Employment Law "tabs" which provide easy access to primary law (cases, statutes, and administrative material) and secondary sources (treatises, journals, news, and forms).

## National Labor Relations Board

Administers the National Labor Relations Act ("NLRA") (29 U.S.C. §§ 151-169), the primary law governing relations between unions and employers in the private sector. The statute guarantees the right of employees to organize and to bargain collectively with their employers or to refrain from all such activity. The NLRA generally applies to all employers involved in interstate commerce, other than airlines, railroads, agriculture, and the government.

*Decisions and Orders of the National Labor Relations Board* (KF3372.A5524). Also available online from volume 267 (1983) to the present at <http://www.nlr.gov/nlr/home/default.asp>

*Classified Index of National Labor Relations Board Decisions and Related Court Decisions* (KF 3372.A57.U55).

## **Equal Employment Opportunity Commission**

Enforces Title VII of the Civil Rights Act; the Equal Pay Act of 1963; the Age Discrimination in Employment Act of 1967 (ADEA); the Rehabilitation Act of 1973, Sections 501 and 505; Titles I and V of the Americans with Disabilities Act of 1990 (ADA); and the Civil Rights Act of 1991. Provides oversight and coordination of all federal equal employment opportunity regulations, practices, and policies. Web site:

<http://www.eeoc.gov/>

## **U.S. Department of Labor/Employment Standards Administration/Wage and Hour Division**

The Wage and Hour Division (WHD) administers and enforces the minimum wage, overtime, and child labor provisions of the Fair Labor Standards Act (FLSA); the Family and Medical Leave Act (FMLA); the Migrant and Seasonal Agricultural Worker Protection Act (MSPA); worker protections provided in several temporary visa programs; and the prevailing wage requirements of the Davis-Bacon Act (DBA) and the Service Contract Act (SCA). Web site: <http://www.dol.gov/esa/whd/>

## **Bureau of Labor Statistics**

The principal fact-finding agency for the Federal Government in the broad field of labor economics and statistics, the BLS is an independent national statistical agency that collects, processes, analyzes, and disseminates essential statistical data to the American public, the U.S. Congress, other Federal agencies, State and local governments, business, and labor. The BLS also serves as a statistical resource to the Department of Labor. Web site: <http://www.bls.gov/>

## **Looseleaf services**

*Labor Relations Reporter* (BNA) (KF3365.L3)

Component binders include:

Master Index (2 binders)

Labor Relations Expediter (2 binders)

Analysis/News & Background Information (vol. 1)

Labor Management Relations: Decisions (vol. 2)

Labor Arbitration (vol. 3)

State Laws (2 binders; vols. 4 & 4A)

Wage & Hours Cases (vol. 5)

Wages and Hours Manual (vols 6 & 6A)

Fair Employment Practices Cases (vol. 7)

Fair Employment Practices Manual (3 binders; vols. 8, 8A & 8B)

Individual Employment Rights Cases (vol. 9)

Individual Employment Rights Manual (vol. 9A)

Americans with Disabilities Cases (vol. 10)

Related bound sets:

*Fair Employment Practice Cases* (KF 3315 .L337)

*Individual Employment Rights Cases* (KF 3315 .L339)

*Labor Arbitration Reports* (KF 3315 .L335)

*Labor Relations Reference Manual* (KF 3315 .L333)

*Wage and Hour Cases* (KF 3315 .L336)

*Americans with Disabilities Cases* (KF 3315 .L340)

*Labor Law Reporter* (CCH) (KF 3362 .A2 L32)

Components include:

Federal Wage-Hour (2 vol.)

Federal Labor Relations (6 vol.)

State Laws (1 vol.)

Related bound sets:

*Labor Cases* (KF 3315 .L326)

*Labor Arbitration Awards* (KF 3421 .5 L332)

*Employment Practices Guide* (CCH) (KF 3464 .A6 L34) (6 vol.)

Related bound set: *Employment Practice Decisions* (KF 3315 .L328)

*NLRB Case Handling Manual* (CCH) (KF 3372 .A6 N36) (1 vol.)

Related bound set: *CCH NLRB Decisions* (KF3372.A5572)

*EEOC Compliance Manual* (CCH) (KF 3464 .A6 E68) (1 vol.)

*OFCCP Federal Contract Compliance Manual* (CCH) (KF 3464 .A6 O33) (1 vol.)