

## **OVERVIEW**

Employment law regulates the employee-employer relationship including issues such as employment discrimination, fair employment practices, safety and health issues under the Occupational Safety Health Act, determining a worker's status, worker's compensation and employment-at-will. Research in employment law utilizes case law, state and federal statutes and regulations and local ordinances.

Labor law is more narrowly focused on regulating labor relations issues such as hours of labor, wages, unemployment insurance, leave and holidays, minimum wage and collective bargaining. Research in labor law primarily utilizes federal case law, statutes, regulations and administrative adjudications.

Print materials on employment and labor law are found between call numbers KF3315 – KF3615.

## **BNA and CCH LOOSELEAF SERVICES**

Two in-depth print publications covering broad areas of employment and labor law are the Bureau of National Affairs (BNA) Labor Relations Reporter and the Commerce Clearing House (CCH) Labor Law Reporter. The publications are called "looseleaf services" because they are kept in looseleaf binders that are regularly updated by discarding outdated materials and inserting new materials. Characteristics of the looseleaf services include:

1. Multiple volumes divided by subject.
2. Advance sheet system that collects recent court and administrative decisions.
3. Advance sheets bound into a reporter for specific time periods, i.e. yearly.
4. A detailed indexing system.
5. Regular updating of materials.
6. A weekly update service to keep track of breaking news.

## **BNA LOOSELEAF SERVICES**

1. *Labor Relations Reporter*  
Reference KF3315.B8

- Volume 1. *Analysis--News & Background*  
Recent developments and analysis.
- Volume 2. *Labor Management Relations: Decisions of Boards and Courts*  
Federal court decisions and digests of all published NLRB decisions.  
Updated weekly.
- Volume 3. *Labor Arbitration and Dispute Settlements*  
Rules of the AAA, regulations of the FMCS, directories and recent  
decisions and reports of arbitrators and fact-finding bodies.
- Volumes 4, 4A. *State Laws*  
State labor statutes arranged alphabetically, topical index, and  
directory of relevant state agencies.
- Volume 5. *Wage and Hours Cases*  
Recent state and federal decisions on wage and hour issues. Bound as  
*Wage and Hour Cases*.
- Volume 6, 6A. *Wages and Hours Manual*  
Statutes and regulations with explanation and analysis, arranged by  
occupation and industry. Includes tables for finding statutes and  
regulations of Wage Hour Division.
- Volume 7. *Fair Employment Practice Cases*  
Federal, state court and agency decisions on fair employment  
practice. Bound as *Fair Employment Practice Cases*.
- Volumes 8, 8A, 8B. *Fair Employment Practices Manual*  
Federal and state fair employment laws.
- Volume 9. *Individual Rights Cases*  
Federal and state court decisions regarding employment-at-will,  
termination, etc. Bound as *Individual Rights Cases*.
- Volume 9A. *Individual Rights Manual*  
State-by-state analysis of employment-at-will cases and statutes.
- Volume 10. *Americans with Disabilities Cases*  
Federal and state ADA decisions.

3. *Master Index*  
Indexes to the manuals and to the various sections of the reporter using a numerical classification scheme (CDI) referring to the index of each volume.
2. *Labor Relations Expediter*  
Quick reference summary of statutes, Supreme Court docket, etc.

## CCH LOOSELEAF SERVICES

1. *Labor Law Reporter*  
Reference KF3315.L5  
Statutes, administrative materials, court and NLRB decisions organized by subjects noted by a paragraph number (ignore page number.) Includes:
  - A. *Wages-Hours*  
Two-volume set provides the full text of the applicable federal statutes, regulations and administrative decisions. Decisions are transferred to binders. Set includes an index, finding lists with references to paragraph numbers and a cumulative index to later additions.
  - B. *Labor Relations*  
Multi-volume set, including one volume with an index, finding list and tables, arranged into numbered paragraphs with analysis. Federal cases are collected in advance sheets then bound as *Labor Cases*. Recent NLRB decisions and Advice Memoranda are collected in advance sheets then bound as *CCH NLRB Decisions*.
  - C. *State Law Decisions*  
Statutes, regulations, administrative and state court decisions provided with digest, index and tables. Advance sheets are collected from state cases selected for inclusion in *CCH Labor Cases*.
2. *Labor Arbitration Awards*  
Ref. KF3421.5.L3  
Collects and indexes labor arbitration awards, lists and biographies of arbitrators.
3. *Employment Practices Guide*  
Ref. KF3464 A6 E5  
Provides state summaries of federal statutes and regulations concerning employment discrimination, civil rights, age discrimination and equal pay laws. Recent decisions from state and federal courts are collected and bound as *Employment Practices Decisions* KF 3464.A6.E4.

4. *Pension Plan Guide*  
Ref. 3510.A6 P4  
ERISA regulations and committee reports, regulations, rulings and releases from the IRS, PBGC, DOL, SEC and other federal agencies, benefit-related court decisions, IRS employee plans, pending legislation, actuarial guidelines, etc.
5. *Employment Safety and Health Guide*  
Ref. KF3568.4 C6  
Provides summary and analysis of the Occupational Safety and Health Administration (OSHA), the Federal Mine Safety and Health Administration (FMSHA) regulations and state and federal statutes and regulations concerning employee safety. Recent administrative decisions from OSHA and FMSHRC are collected and bound as *Occupational Safety and Health Decisions* KF3568.4 C59.
6. *Unemployment Insurance Reporter*  
Ref. KF3673.4 U5  
Provides summaries of state and federal statutes and regulations and recent decisions from state and federal courts concerning unemployment insurance law.

## **TREATISES and PRACTICE MATERIALS**

*Civil Rights and Employment Discrimination Law*, Harold S. Lewis  
Reserve KF3464.L486 1997

*Decisions and Orders of the National Labor Relations Board*  
KF3372.A55  
Covers 1934-2009  
Online: see National Labor Relations Board under Electronic Resources.

*The Developing Labor Law*, 5<sup>th</sup> ed.  
Reserve KF3369.A7 2006, 2011 supplement (two volumes).

*Employee Dismissal Law and Practice*, 5<sup>th</sup> ed.  
Reserve KF3471 P47 (looseleaf).

*Employment Discrimination*, Charles A. Sullivan  
Reserve KF3463.S8 1988

*Employment Discrimination Law*, 4<sup>th</sup> ed., Barbara Lindemann  
Reserve KF3464.S34 2007 (two volumes).

*Employment Discrimination Law*, 2<sup>nd</sup> ed., Mack A. Player

Reserve KF3464.P58 1988a.

*Employment Discrimination Law and Practice* (Hornbook), 2<sup>nd</sup> ed., Harold S. Lewis  
Reserve KF3464 L487 2004.

*Employment Law*, 4<sup>th</sup> ed., Mark A. Rothstein  
Reserve KF3455 E478 2009 (2 volumes).

*Employment Law in a Nutshell*, 3<sup>rd</sup> ed.  
Reserve KF3455 Z9 C68 2009.

*Federal Law of Employment Discrimination in a Nutshell*, 6<sup>th</sup> ed.  
Reserve KF3464 Z9 P55 2009.

*Federal Mine Safety and Health Review Commission Decisions*  
KF3574 M5 A4914  
Covers 1979-2003.

Online:

See Federal Mine Safety and Health Review Commission under Electronic Resources.

*Labor and Employment Arbitration in a Nutshell*, 2<sup>nd</sup> ed.  
Reserve KF3425 N638 2007.

*Labor Law* (Hornbook) 2<sup>nd</sup> ed.  
Reserve KF3389 G67 2004.

*Labor Law in a Nutshell*, 5<sup>th</sup> ed.  
Reserve KF3369.3 L39 2008.

*Labor Management Relations and the Law*, 2<sup>nd</sup> ed.  
Reserve KF3369.G48 1999.

*A Primer on American Labor Law*, 4<sup>th</sup> ed.  
Reserve KF3369.G68 2004.

*Understanding Employment Discrimination*, 2<sup>nd</sup>  
Reserve KF3464 H34 2008.

*Understanding Labor Law*, 3<sup>rd</sup> ed.  
Reserve KF3319.R39 2011.

## ELECTRONIC RESOURCES

### SUBSCRIPTION DATABASES

#### *BNA Labor and Employment Law Library*

Available to all patrons from on campus; available only to faculty, students and staff from off campus with Vandal ID. Go to law library website (below), click on the link on the left-hand side of the page to Legal Research then click on Research Databases.

<http://www.law.uidaho.edu/default.aspx?pid=80367>

*LexisNexis (password for faculty, students and staff only).*

BNA Labor and Employment Materials

*Westlaw (password for faculty, students and staff only).*

Labor and Employment Databases

### INTERNET RESOURCES

#### *Bureau of Labor Statistics*

<http://www.bls.gov>

#### *U.S. Department of Labor*

<http://www.dol.gov>

*U.S. Department of Justice – Office of Special Counsel for Immigration-Related Unfair Employment Practices*

<http://www.justice.gov/crt/about/osc/>

#### *Equal Employment Opportunity Commission (EEOC)*

<http://www.eeoc.gov>

#### *Federal Labor Relations Authority*

<http://www.flra.gov>

#### *Federal Mine Safety and Health Review Commission*

Commission Decisions from 1978-current

ALJ Decisions from 1979-current

<http://www.fmsshrc.gov/decisions/decisions.htm>

#### *Findlaw – Employment Law*

<http://smallbusiness.findlaw.com/employment-employer/employment-employer-overview/employment-employer-overview-101.html>

*Findlaw – Labor Law: Federal Wage Law*

<http://smallbusiness.findlaw.com/employment-employer/employment-employer-benefits/employment-employer-benefits-wages-flsa.html>

*Findlaw – Labor Law: State Guide*

<http://employment.findlaw.com/employment/employment-employee-resources/state-labor-laws.html>

*National Labor Relations Board*

NLRB Cases from 2003-current

Board Decisions from 1936-current

ALJ Decisions from 2003-current

Region Election Decisions from 1998-current

Advice Memos from 1969-current

Appellate Court Briefs and Motions from 1999-current

Invitations to File Briefs

Weekly Summaries of NLRB Decisions from January, 2011

<http://www.nlr.gov/cases-decisions>

*Occupational Safety and Health Administration (OSHA)*

<http://www.osha.gov>

*Social Security Administration*

<http://www.ssa.gov>

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