



Wolters Kluwer

Labor & Employment Law Portfolio

Wolters Kluwer's Labor & Employment Law portfolio combines daily news, authoritative explanations and analysis of laws and regulations, expert-authored treatises, full text of federal and state statutes, regulations, rulings, cases and agency materials, and interactive online tools to provide you with a comprehensive single source for labor and employment law.

- **Labor & Employment Law Daily:** Written by attorneys for attorneys, provides daily emails and access to an online searchable database. With *Labor & Employment Law Daily* you get same-day reporting. Each daily wrap-up email covers court decisions, legislative developments, agency rulings, and more.
- **State and Federal Law Compare SmartCharts:** Instantly evaluate the differences between jurisdictions—comparing topic-by-topic for each state. Links also give you access to the full text of pertinent state and federal laws and regulations.
- **Authoritative Reporters:** The full breadth of fair employment practices, labor relations, wages-hours, and disabilities law at the federal and state levels, providing primary source research materials, annotated explanations, and timely updates of news and current developments.
- **Labor and Employment Arbitration Awards:** A leading repository of more than 42,000 awards covers a variety of industries and deals with grievances of wide interest and application.
- **SmartTasks:** Expert, step-by-step practical tools with links, helpful resources such as forms, government agency websites, and treatises.
- **Treatises:** Analysis and practical guidance covering employee terminations, disabilities law, employment discrimination litigation, sexual harassment in the workplace, covenants not to compete, immigration law, and more. You'll get the guidance and insights needed to understand complex issues clearly and craft the best solution for your organization.

Labor & Employment Law Daily – expert news and commentary

Labor & Employment Law Daily provides same-day coverage of breaking court decisions, legislative and regulatory developments, updates on rulemaking and enforcement, and a customized daily report of the news that affects your world.

Follow the latest in labor and employment law as it changes

- View full summaries of federal and state court decisions
- Access full text of legislative and regulatory developments
- Customize your daily email by topic and/or jurisdiction (more than 65 topics!)
- Search archives for stories of interest

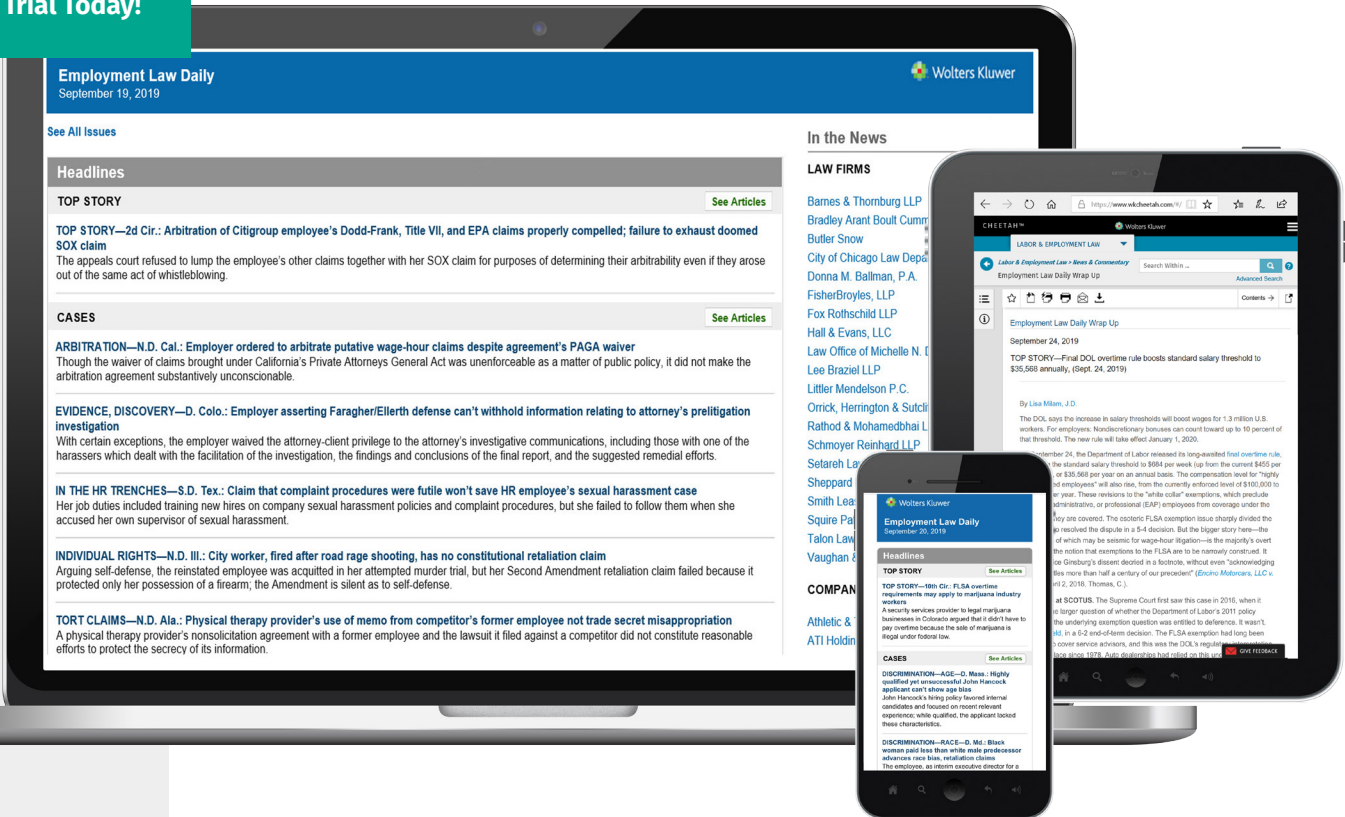
Not just the news – the right news

- Get expert analysis written by subject matter specialists – created by attorneys for attorneys
- Track law firms and companies in the headlines with our “Who’s in the News” feature
- Promote your firm and aid business development with our article sharing policy
- Time-saving “synopses” in daily email provide quick scan summaries of each story

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- Forward information with special copyright permissions, encouraging collaboration between counsel and colleagues
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Authoritative Reporters, Publications, and Services

Accommodating Disabilities — Business Management Guide

This guide covers the full scope of disability and accommodation requirements and gives practical, cost-effective strategies. Topics covered include compliance planning, employment rights, accommodation assistance, access to public facilities, transportation services, telecommunications, and administration/enforcement.

Accommodating Disabilities Decisions

Key court decisions are at your fingertips for a fast but thorough overview of disability discrimination law. Critical points and legal precedents are highlighted with headnotes, and a subject matter index organized by jurisdiction helps you locate the full text of cases.

EEOC Compliance Manual

Your source for the full text of the EEOC's manual of current guidelines and directives for bringing and settling job discrimination lawsuits against employers. This guide interprets the law for all forms of discrimination—sexual harassment, age, family leave, and more—while explaining unlawful practices.

Employment Law Forms and Checklists Library

Forms, checklists, pleadings and sample policies are grouped by Employment Law, Labor Relations and Wages Hours. This facsimile database can assist you in the fundamental, and often time-consuming, task of drafting documents.

Employment Practices Guide

This comprehensive guide offers complete coverage of state and federal court decisions, laws, and regulations, with explanations of the laws that impose equal pay requirements and prohibit discrimination in employment on the basis of race, color, religion, sex, national origin, or age.

Labor Law Journal

Published since 1947, this highly regarded quarterly journal reviews the complex relationship between law, labor, management, and the economy.

Labor Relations

Includes full text and explanatory material covering union organizing, collective bargaining, and labor contract administration. Reporting includes federal and state court decisions, statutes, regulations, and NLRB decisions and regulations.

NLRB Case Handling Manual

This manual gives you a clear understanding of the NLRB's procedures for processing cases to ensure your case conforms to the Board's guidelines.

OFCCP Federal Contract Compliance Manual

Get quick and easy access to official manual text, directives, and affirmative action regulations concerning gender, disability, race, and veteran status that apply to federal contractors.

State and Federal Employment Law Trackers

Receive daily email alerts and updates on important employment law issues and trends.

State Employment Laws

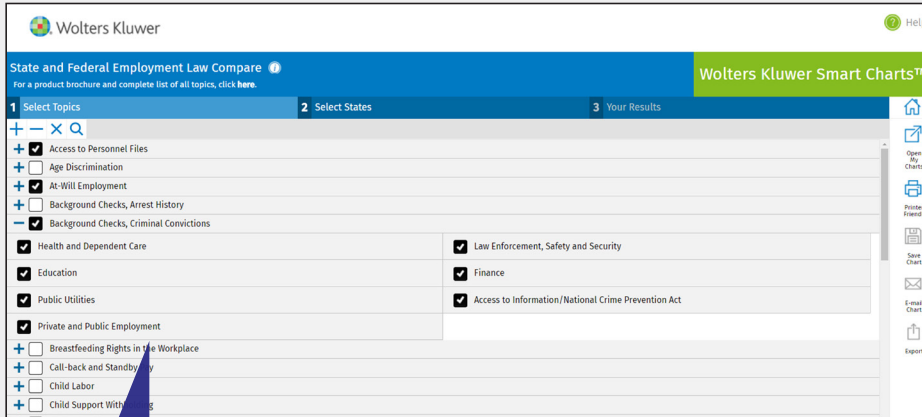
Find answers to state employment law questions quickly and easily with a unique, consistently organized format across all jurisdictions. Search using plain language across one state or all 50 states, the District of Columbia, and Puerto Rico. This valuable resource helps ensure compliance with state employment laws and helps you make informed decisions.

Wages — Hours Reporter

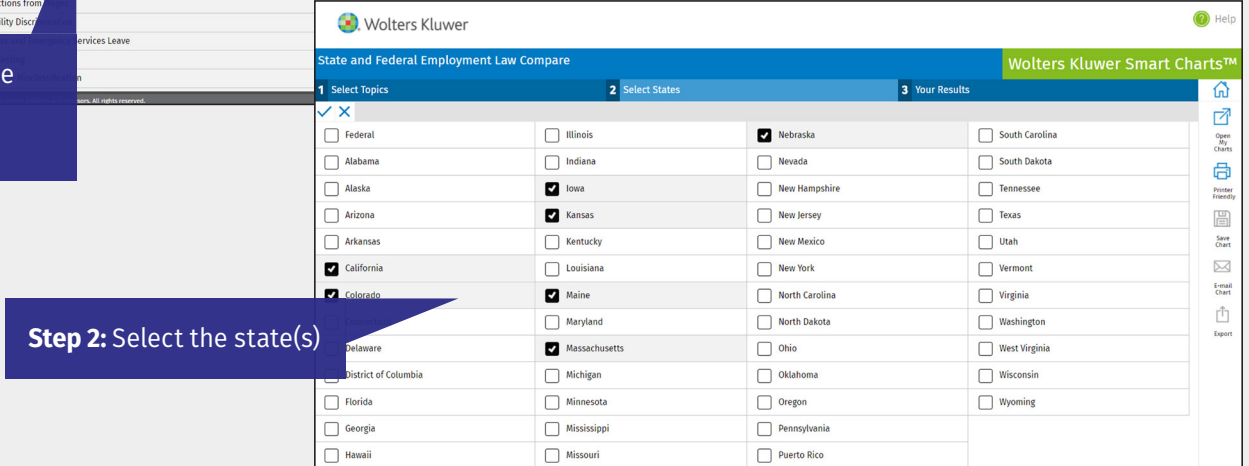
Here's the help you need to navigate the Fair Labor Standards Act and related state and federal laws, regulations and court decisions related to wage and hour compliance. Reports provide current information regarding exemptions, overtime pay, equal pay, child labor, family leave, working time, and more.

State and Federal Law Compare SmartCharts

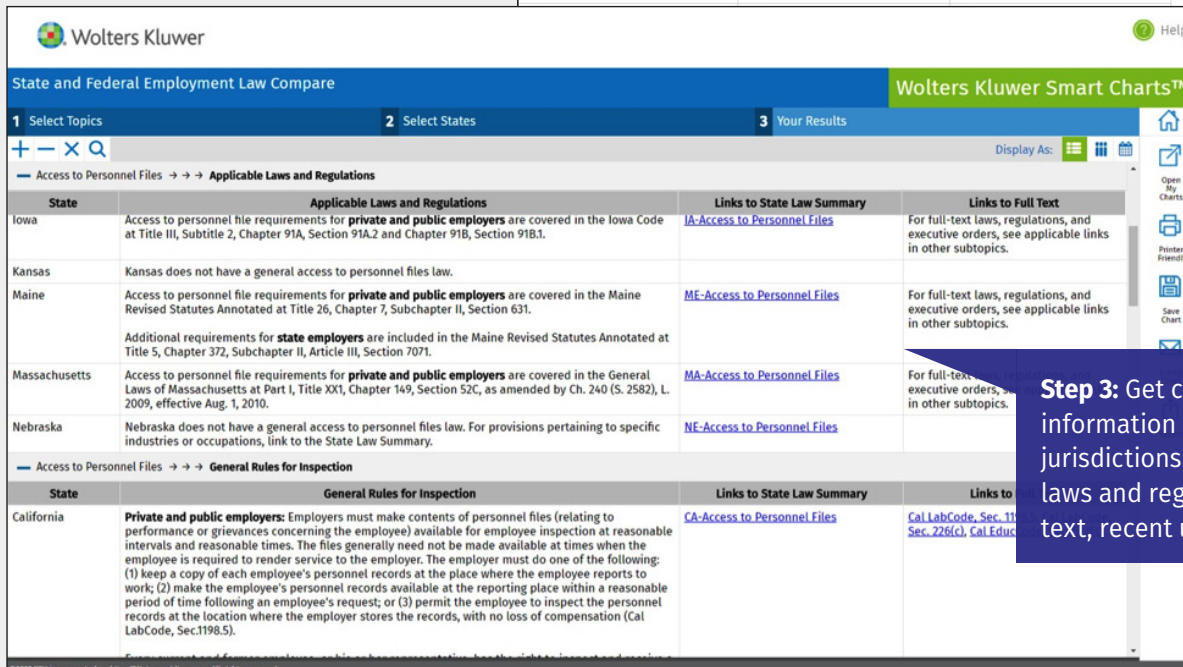
Quickly find the answer(s) you need and save valuable research time



Step 1: Choose the employment law topic(s)



Step 2: Select the state(s)



Step 3: Get clear, authoritative information across your chosen jurisdictions, including applicable laws and regulations, links to full text, recent updates, and more

State and Federal Law Compare SmartCharts

Covenants Not to Compete Compare

Explores the legal principles for forming, drafting, and implementing sound non-competition agreements and is arranged alphabetically by state jurisdiction. Within each state, the information is organized first by Overview, then by issue (as applicable), with the most recent cases on the issue listed first. It clearly lays out what interests can be protected and covers the legal limits of enforceability. It is the most complete, practical resource about restrictive covenants, covering the litigation process from discovery through closing argument, including plaintiff and defendant approaches.

State and Federal Anti-Harassment Laws

This SmartChart allows you to choose your relevant states and instantly evaluate and compare the applicable state and federal allows and regulations, prohibited practices, policy requirements, training, and more for the following topics: Statutes of Limitations, Whistleblower Protections, Sexual Harassment, Sex Discrimination, and Sexual Orientation Discrimination.

State and Federal Employee Law Compare

This invaluable resource lets you instantly evaluate and compare the differences between jurisdictions side by side – comparing topic-by-topic for each state. Choose from 60 topics and then instantly compare multiple states' laws on that subject in a convenient chart format. Results include succinct summaries of state and federal labor and employment laws, regulations, and executive orders, as well as links to the full text of pertinent state and federal laws and regulations.

State Employment Law Daily Document Updates, a State Law Tracker, and the State Employment Law newsletter are all included with this tool.

State and Federal Employee Privacy Law Compare

When your job entails compliance with multiple state and federal privacy laws, you need State and Federal Employee Privacy Law Compare. This new and invaluable resource lets you instantly evaluate the differences between jurisdictions — comparing topic-by-topic for each state. And you gain access to the full text of state laws and regulations you need.

Visa Requirements, Employment Verification and Withholding Compare

Provides up-to-date state and federal rules on the applicable law, definitions, eligibility, employment limitations, employment verification rules, FICA requirements, income tax withholding and unemployment insurance requirements for the 48 different types of visas.

Labor and Employment Arbitration Awards

This leading repository of more than 42,000 labor and employment arbitration awards provides you with swift reporting of pertinent awards settling everyday labor and employment grievances and dispute situations. The database also includes over 2,500 employment arbitration awards from the American Arbitration Association on a broad range of topics.

Labor and Employment Arbitration Awards provides full text of current labor arbitration awards of interest and importance and also includes Smart Chart functionality and a monthly newsletter summarizing recently published awards.

You'll find reporting of arbitration awards that break new ground, refine existing legal areas and address issues of special concern. Our collection of arbitrators are members of the AAA, the FMCS, or other state affiliations.

Plus, you have access to our practical **Labor Arbitrator Biographies and Awards Smart Chart** tool where you can explore and review multiple arbitrator biographies and published awards by region or individual. Results are displayed in a convenient chart format from which you can print, email, download, or save for later reference.

Labor Arbitrator Biographies and Awards Smart Chart

Results for arbitrator biographies by individual search. Biography results can include: Contact Info, Memberships, Industries, Issues, Cases Reported, and more

Now containing over 9,000 AAA Awards

The screenshot displays the 'Labor Arbitrator Biographies and Awards' interface. At the top, there's a search bar with 'Western' selected and a 'Results' tab. Below the search bar, the profile for 'Latsch, Kenneth James' is shown. The profile is divided into two columns: 'Biography' and 'Published Awards'. The 'Biography' column contains details such as 'Arbitrator, Attorney', 'Memberships', 'Industries', 'Issues', and 'Cases Reported'. The 'Published Awards' column lists several awards with hyperlinks, including 'King County Sheriff's Office and King County Police Officers' Guild', 'Hillboro Classified United, AFT Local 4671 and Hillsboro School District', and 'International Brotherhood of Boilermakers Union Local 104 and Foss Maritime Comp'. A blue callout box on the right side of the screenshot points to the 'Published Awards' list, stating 'Live hyperlinks to published awards associated with the arbitrator'.

For more information, or to request a demo, please call your Wolters Kluwer Account Representative at 1-800-955-5217 or visit us at WoltersKluwerLR.com/LE

Labor & Employment Law SmartTask Suite

SmartTask – Step-by-step practical legal guides with active links to key treatise materials and primary sources in an easy-to-follow outline form, offering practitioners immediate access to practice-based expert insights on highly specific areas of law.

What makes Wolters Kluwer's SmartTasks unique? Unlike competing services, the steps link directly to pertinent sections of the laws, regulations, and corresponding resources such as forms, government agency websites, and expert-authored treatises. Plus, you can download forms in multiple formats.

Practical features such as “Examples” show how to apply to specific situations

Easy to follow step-by-step legal guides

Links to treatise materials and primary sources

Drafting Covenants Not to Compete

STEPS IN THIS SMARTTASK

1. Treatment of modern covenants not to compete
2. Limit the scope of the covenant
3. Formulate a legitimate employer protectable interest
4. Support the covenant with valid consideration
 - A. Introduction
 - B. WK guidance - Consideration (Filipp)**
5. Consider other necessary provisions
6. Evaluate state law for particular requirements
7. Review sample covenants and draft text for your situation

4.B. WK guidance - Consideration (Filipp)

[2] Notice Clause

Either party may terminate this agreement by giving the other party thirty (30) days written notice of termination.

[3] Language to Indicate New Consideration

EXAMPLE 1.

- A. The employer and the employee wish to change the terms and conditions of the employee's employment.
- B. As part of the proposed changes, the employer intends to promote the employee, increase his/her salary, and change and increase his/her responsibilities.
- C. As part of his/her new responsibilities, the employee will have access to confidential information, as defined below.
- D. To protect the confidentiality of this information, the employee has agreed to sign a restrictive covenant as part of this employment agreement.
- E. The employee acknowledges the sensitivity and confidentiality of the information and agrees to be bound by the terms of the restrictive covenant contained in this agreement.

Footnotes

- 17 See §2.01[B], *supra*, for a complete discussion of these issues.
- 18 See §2.01[B], *supra*.
- 19 Cf. §2.01[B], *supra*.
- 20 See §2.01[B], *supra*.
- 21 American Food Mgmt., Inc. v Henson, 105 Ill. App. 3d 141, 434 N.E.2d 59 (1982); Roundpoint Mortg. Co. v Florez, 2016 WL 687629 (N.C. Super. Feb. 18, 2016) (continued at-will employment is not sufficient consideration for the enforcement of a modified agreement containing additional restrictions executed well after the employee's initial employment).
- 22 See Ch. 7, *infra*.

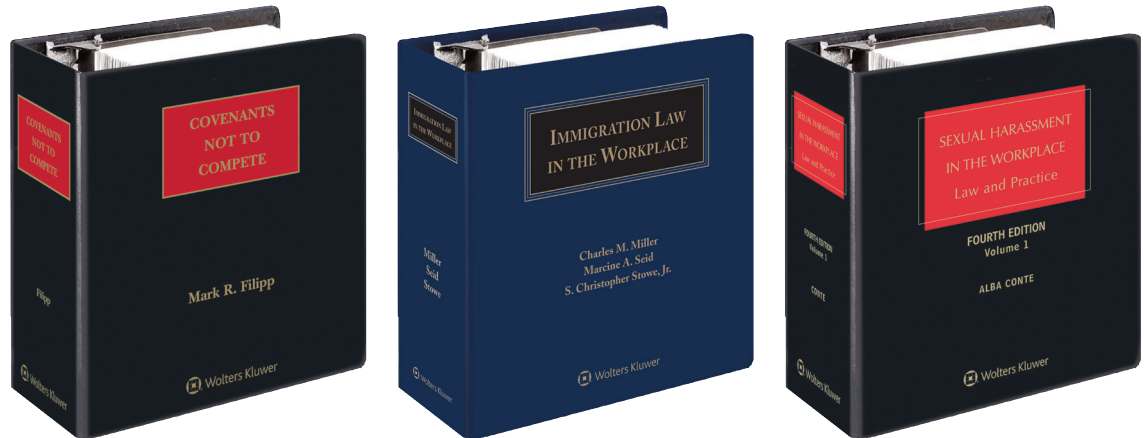
Current SmartTask Suite*

- Defending a DOL or ICE Worker Visa Audit
- Disciplining Employees for Social Media Use
- Drafting an Employment Dispute Settlement Agreement and Release
- Drafting Covenants Not to Compete
- Navigating the Foreign Worker Visa Application Process
- Preparing for an OFCCP Desk Audit
- Responding to a Sexual Harassment Complaint
- Structuring an Independent Contractor Relationship
- Responding to a Whistleblower Complaint
- Responding to an EEOC Charge
- Terminating an Employee During FMLA Leave

*Additional SmartTasks coming soon!

Treatises

Expert-authored treatises provide authoritative analysis and practical guidance covering the full breadth of labor and employment topics. Includes access to primary source research materials, annotated explanations, and timely updates of news and current developments so that you can stay connected to all the latest information, new rulings, and legislation.



Expert authored resources included in the Labor & Employment Law library:

- Americans with Disabilities Act Handbook
- Covenants Not to Compete
- Employee Dismissal: Law and Practice
- Employer's Guide to Union Organizing Campaigns
- Equal Employment Opportunity Compliance Guide
- Handbook of Section 1983 Litigation
- Immigration Law in the Workplace
- Representing Plaintiffs in Title VII Actions
- Sexual Harassment: A Guide to a Harassment-Free Workplace
- Sexual Harassment in the Workplace: Law and Practice
- Wage & Hour Answer Book

Additional treatises also available for inclusion:

- Administrative Law Treatise
- AIDS and the Law
- Civil Rights in the Workplace
- Discovery Practice
- Electronic Discovery: Law & Practice
- Employment Discrimination: Law & Practice
- Employment Law Answer Book
- Employment Law Update
- Employment Relationships: Law & Practice
- Family and Medical Leave Guide
- Inside Arbitration: How an Arbitrator Decides Labor and Employment Cases
- International Labor & Employment Compliance Handbook
- Labor & Employment Law Handbook
- Motion Practice
- Municipal Liability: Law and Practice
- Privacy and Cybersecurity Law Deskbook
- Public Employee Discharge & Discipline
- Wage-Hour Compliance Handbook

For more information, or to request a demo, please call your Wolters Kluwer Account Representative at 1-800-955-5217 or visit us at WoltersKluwerLR.com/LE