

Employment Law Litigation

Employment/Labor law is a large and complex field that encompasses topics ranging from discrimination law to workers compensation. As the field includes both federal and state laws and regulations, when conducting research one must determine which laws apply. The following provides a sample of the resources available in this field. Not every potential resource is listed, and failure to include any particular resource should not be viewed as statement on that resource's value.

General

- Overview. These general sources can provide you with a basic understanding of the field.
 - Dennis R. Nolan, *Labor and Employment Arbitration in a Nutshell*.
 - Douglas L. Leslie, *Labor Law in a Nutshell*.
 - Douglas E. Ray, Calvin William Sharpe & Robert N. Strassfeld, *Understanding Labor Law*.
 - Kurt H. Decker, *Family and Medical Leave in a Nutshell*.
 - Mack A. Player, *Federal Law of Employment Discrimination in a Nutshell*.
 - Richard A. Bales, Jeffrey M. Hirsch & Paul M. Secunda, *Understanding Employment Law*.
 - Robert N. Covington & Kurt H. Decker, *Employment Law in Nutshell*.
 - Thomas R. Haggard, *Understanding Employment Discrimination*.

- Research Guides. Use research guides when starting a research project in an unfamiliar area of law. Such guides list helpful resources and may suggest research strategies. Research guides can be located by searching the internet using terms like “employment law” and “research”. Always remember to evaluate the source as to its reliability.
 - Penny A. Hazelton, ed., *Specialized Legal Research*. Chapter 5 Federal Labor and Employment Law by Kay M. Todd.
 - Kimberly Pruett, *Sexual Harassment in the Workplace: A Legal Research Guide*.
 - Hugh and Hazel Darling Law Library, UCLA School of Law Research Guide Series, *Employment Law: Federal and California Sources*.
<http://www.law.ucla.edu/docs/guides4.pdf>

Loose-leaf Services and Fee Based Databases

These resources may provide access to one or more of the following: current laws and regulations, court cases, administrative decisions, and analysis of the law. Updated frequently, these resources cover federal law and may include state law.

- *Labor Relations Reporter* (BNA).
 - Contains
 - *Fair Employment Practice Cases, Individual Employment Rights Cases, Labor Arbitration Reports, Labor Relations Reference*

Manual: The Law of Labor Relations Including Statutes, Opinions of the Courts and Decisions of the National Labor Relations Board, Labor Relations Reporter, Labor Relations Yearbook , and the Wage and Hour Cases: Report of Opinions of Federal and State Courts Relating to Minimum Wages, Maximum Hours, Overtime Compensation, Child Labor, with Case Table and Index-Digest

- BNA Labor Relations Library Online
- *Labor Law Reporter* (CCH).
 - CCH and Aspen Labor & Employment Law E-Library
- Lexis
 - N. Peter Lareau, ed., *Labor and Employment Law*.
 - Legal > Area of Law - By Topic > Labor & Employment > Search Analysis, Law Reviews & Journals
 - Other resources are available for both federal and state law.
- Westlaw
 - *Employment Coordinator*.
 - Database identifier EMPC
 - Other resources are available for both federal and state law.
- CEB online (California law)

Electronic Resources (Free)

Free websites can be a cost effective way to conduct research. Many of the agency websites provide access to regulations, administrative decisions and forms.

- GPO Access
<http://www.gpoaccess.gov>
- Thomas
<http://thomas.loc.gov>
- U.S. Department of Labor
<http://www.dol.gov>
- U.S. Equal Employment Opportunity Commission
<http://www.eeoc.gov>
- National Labor Relations Board
<http://www.nlr.gov>
- California Department of Industrial Relations
<http://www.dir.ca.gov>
- California Department of Fair Employment and Housing
<http://www.dfeh.ca.gov>
- California Employment Development Department
<http://www.edd.ca.gov>

California Print Practice Guides

- *Advising California Employers and Employees.*
- *Bancroft-Whitney's California Civil Practice. Employment Litigation.*
- *California Employment Law.*

- *California Employment Litigation: Strategies and Tactics.*
- *CEB Action Guide. Employment Law.*
- *Employment Litigation.*
- *Family and Medical Leave: A Practical Guide for Employers.*
- *The Workers' Compensation Laws of California.*
- *Wrongful Employment Termination Practice.*

Other Resources

- When looking for additional research sources, remember to check research guides and the library's catalog. Use broad terms for searching like "employment" or "labor law", and narrower terms, for example:
 - discrimination and harassment, disability law, employment contracts, independent contracts, employee privacy, labor union law, safety and health (OSHA), wage and hour law, workers' compensation, wrongful termination and wrongful hiring
- Organizations such as the ABA Labor and Employment Law Section provide CLE and practice materials.