

Spring 2007

## Employment Law: Legal and Nonlegal Research Resources

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### Suggested Print Resources

- FEDERAL CIVIL JURY INSTRUCTIONS OF THE SEVENTH CIRCUIT (2005).  
**KF8984 .F42** Also available on WestLaw
    - Includes: Employment Discrimination: Title VII, § 1981, ADEA; Employment Discrimination: Americans with Disabilities Act; Equal Pay Act
  - LEONARD B. SAND ET AL., MODERN FEDERAL JURY INSTRUCTION (2006).  
**KF9682 .A65 M6** Also available on LexisNexis
    - Vol. 5 Civil
      - Ch. 88 - Civil Rights/Employment
      - Ch. 88A - Americans with Disabilities
      - Ch. 89 - FELA
  - A.B.A. SECTION OF LITIGATION, MODEL JURY INSTRUCTIONS: EMPLOYMENT LITIGATION (2d ed. 2005). **KF8984 .A65 E57 2005**
  - LEX K. LARSON, EMPLOYMENT DISCRIMINATION (2d ed. 2006). **KF3464 .L37 1994** Also available on LexisNexis
  - LABOR LAW REPORTS: EMPLOYMENT PRACTICES (Supp. 2006). (on the spine: Employment Practices Guide) **KF3464 .A6 C63**
  - EMPLOYMENT PRACTICES DECISIONS. **KF3464 .A6 E46**
  - ILLINOIS HUMAN RIGHTS COMMISSION ORDERS AND DECISIONS. **KFI1611 .H8** Also available online at <http://www.state.il.us/ihr/Decisions.htm> from 2001-
  - **Illinois Institute for Continuing Legal Education (IICLE) Manuals** Also available online at [http://www.iicle.com/smartbooks/main\\_search.asp](http://www.iicle.com/smartbooks/main_search.asp)
    - EMPLOYMENT DISCRIMINATION: PRACTICE HANDBOOK (2000 & Supp. 2004).  
**KFI1534.5.D5 E5 2000**
    - EMPLOYMENT TERMINATION: PRACTICE HANDBOOK (2002 & Supp. 2005).  
**KFI1534.5.E55 E55 2002**
    - CONDUCTING THE EMPLOYMENT PRACTICES AUDIT: PRACTICE HANDBOOK (2004).  
**KFI1534 .C66 2004**
    - ILLINOIS WORKERS' COMPENSATION PRACTICE: PRACTICE HANDBOOK (2004 & Supp. 2006). **KFI1542.Z9 W67 2004**
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## Secondary Legal Authority: Books

- **LAW LIBRARY HOMEPAGE** (<http://www.law.siu.edu/lawlib>)
    - ❑ **Law Library Catalog** (“Search By” pull-down menu on left side of page)
      - ❑ **Subject** — run search for appropriate subject headings, such as . . .
        - ❑ “Labor laws and legislation”
        - ❑ “Discrimination in employment”
        - ❑ “Personnel management”
      - ❑ **Words in title, etc.** — run search for words appearing anywhere in title of a publication, such as . . .
        - ❑ “Employment law” — once you find relevant items, link to subject headings used (e.g., “Employee rights--United States”) and determine the general call # which is assigned to most of the materials
      - ❑ **Author** — run search for “United States. Equal Employment Opportunity Commission” to find books by the EEOC
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## Secondary Legal Authority: Articles

- **LAW LIBRARY HOMEPAGE** (<http://www.law.siu.edu/lawlib>)
    - ❑ **Popular Electronic Resources** (link in left-hand column)
      - ❑ **LegalTrac** (indexing only; covers 1980–)
        - ❑ **Subject Guide Search** — run search for appropriate subject headings, such as . . .
          - ❑ “Labor law” — leads to large # of articles, or ability to narrow through subdivisions and/or related subjects
          - ❑ “Employment discrimination” — leads to large # of articles, or ability to narrow through subdivisions and/or related subjects
        - ❑ **Keyword Search** — allows you to search words in titles of articles even if they are not used as a subject heading; can then link to appropriate subject heading(s)
          - ❑ **example:** disparate impact
        - ❑ NOTE: ability to “mark” citations and then print out or e-mail the citation list
      - ❑ **Wilson Web/Index to Legal Periodicals**
        - ❑ **Legal Periodicals Full Text** (indexing, 1981–; selected full text, 1995–)
        - ❑ **Legal Periodicals Retro** (indexing, 1918–1981)
      - ❑ **HeinOnline** (Law Journal Library contains full-text legal periodicals): “*HeinOnline*, being image-based, provides the exact page images of legal journals, meaning that you can view the page as it originally appeared in hardcopy (footnotes are where they belong!). Unlike other periodical databases that supply only post-1980 volumes, *HeinOnline* provides each journal from its inception and continues to the most current volume allowed under contract between Hein and the journal.”
        - ❑ **Citation Navigator** — insert citation to journal article
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## Secondary Legal Authority: Annotations

- **American Law Reports** (ALR) (KF 132 A52-A55)
  - ❑ **Content:** A.L.R. annotation offers narrative discussion of topic, including descriptions and citations of many relevant cases, along with “Subject Index” (to the annotation), “Cross-References” (to other sources on the same topic), and “Table of Jurisdictions” (for cases cited in annotation); the annotation is supplemented with annual cumulative pocket part
  - ❑ **Subject Access provided by:**

- ALR Index** — provides subject access to annotations in ALR2d–5th and ALR Fed
  - Westlaw** — subject search in ALR database
    - EXAMPLE: ti(“bona fide occupational qualification”) — leads to such annotations as...*Permissible sex discrimination in employment based on Bona Fide Occupational Qualifications (BFOQ) under § 703(e)(1) of Title VII of Civil Rights Act of 1964 (42 U.S.C.A. § 2000e-2(e)(1)), 110 A.L.R. Fed. 28 (1992).*
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## Westlaw Resources

- **DIRECTORY** (tab on Welcome page)
  - **Topical Practice Areas**
    - Labor & Employment**
      - Federal Administration Materials
        - Federal Statutes and Regulations Combined (FLB-CODREG): “Sections from the 50 titles and appendices comprising the United States Code (U.S.C.) as set forth in the United States Code Annotated (U.S.C.A.) and which incorporate recent changes enacted by Public Laws, and includes court rules. Also included are documents released for publication in the Federal Register (see below) and sections from the 50 titles comprising the Code of Federal Regulations (C.F.R.) which incorporate recent changes that appear in the Federal Register.”
      - Briefs
      - BNA Labor Databases
      - Law Reviews, Bar Journals & Legal Periodicals
        - Law Reviews, Texts, & Bar Journals Combined (LB-TP): “Documents from law reviews, texts, American Jurisprudence 2d, CLE course materials, bar journals and legal practice- oriented periodicals. A document is an article, a note, a symposium contribution, a product review, or other material published in one of the available periodicals, or a section from one of the available texts or American Jurisprudence 2d.”
      - Forms, Treatises, CLEs, and Other Practice Materials
  - **SEARCH THESE DATABASES** (middle of left frame on Welcome page)
    - Search for “Labor & Employment”
      - Select up to 10 of databases from list that is retrieved
  - **KEYSEARCH** (tab on Welcome page) [“A research tool powered by the West Key Number System that identifies the terms and key numbers most relevant to your legal issue and creates a query for you.”] —
    - Select a KeySearch Topic, such as . . .**
      - Employment Law**
        - Discrimination
        - Discharge
        - Employers’ liability
    - Search list of topics and subtopics for terms**
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## LexisNexis Resources

■ SOURCES (red tab on main page)

**Look for A Source**

**Find a Source** (grey tab)

- Search for “Employment discrimination” — retrieve list of sources with “employment discrimination” in the name

■ SOURCES (red tab on main page)

**Look for A Source**

**Legal** (grey tab)

**Area of Law by Topic — View more sources**

- Labor & Employment**— contains variety of sources, grouped by such categories as:

- Find Cases
- Find Statutes & Regulations
- Find Administrative Materials
- Search Forms & Drafting Instructions
- Briefs, Motions, Pleadings & Verdicts
- Search Analysis, Law Reviews & Journals
- Search News
- Investigate Properties, People & Business
- Access Directories

■ SEARCH ADVISOR (tab on main page) [“Search Advisor is a **finding tool** for legal data based on **areas of law and related legal topics**. It can help target your legal issue, identify appropriate sources, and formulate your search request.”]

- Option 1: Find a legal topic** — put in appropriate terms, such as . . .

- “Employment discrimination”

- Option 2: Explore Legal topics** — review the list of topics provided, such as . . .

**Labor & Employment Law**

- Wrongful termination
  - Breach of Contract
  - Remedies
- Affirmative Action
- Preemployment Practices

## BNA Electronic Resources

### ■ LAW LIBRARY HOMEPAGE (<http://www.law.siu.edu/lawlib>)

- “View All Subscription Electronic Resources” (link on left-hand column)

- BNA Databases**

- Employment & Labor** — select from among the following list of electronic resources, each of which provides periodic reports (daily, weekly, or biweekly) and e-mail summaries of latest developments
  - Employment Discrimination Report
  - Employment Discrimination Verdicts and Settlements
  - Human Resources Report
  - Workplace Law Report
  - Labor and Employment Law Library — contains analysis, practice tools, news, and law, regulations, and agency documents; with search options to the complete library or specific collections; and daily highlights to the Daily Labor Report
  - Americans with Disabilities Act Manual
  - Government Employee Relations Report
  - Pension & Benefits Daily
  - Pension & Benefits Reporter

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## Nonlegal Information from Morris Library

### ■ MORRIS LIBRARY HOMEPAGE (<http://www.lib.siu.edu/index.html>)

- Books** (“quick link” in box on lefthand side of screen) —
  - SIUCat** — SIUCat is Morris Library’s catalog of books and other materials.
  - I-Share** (formerly ILLINET Online) — a joint catalog of 65 Illinois academic libraries.
  - WorldCat** (also available on law library home page) — searches materials held in 1000s of libraries around the world
- Databases/Find Articles** (“quick link” in box on lefthand side of screen) —
  - EBSCO** — a multidisciplinary, **full-text database** of magazines, journals, and newspapers.
    - Database:** “*Academic Search Premier* . . . is the world’s largest scholarly, multi-disciplinary full text database containing full text for nearly 4000 scholarly publications. . . . In addition to the full text, this database offers indexing and abstracts for all 4500 journals in the collection. This scholarly collection offers information in nearly every area of academic study including: social sciences, humanities, . . . and many more.”
    - Database:** “*Business Source Complete* is the world's definitive scholarly business database, providing the leading collection of bibliographic and full text content. As part of the comprehensive coverage offered by this database, indexing and abstracts for the most important

scholarly business journals back as far as 1886 are included. In addition to the searchable cited references provided for more than 1,200 journals.”

- Database:** *Regional Business News* comprehensive full text coverage for regional business publications. Regional Business News incorporates coverage of 75 business journals, newspapers and newswires from all metropolitan and rural areas within the United States. This database is updated on a daily basis.”
- Database:** “*Newspaper Source* provides cover-to-cover full text for 23 national (U.S.) and international newspapers, including *USA Today*, *The Christian Science Monitor*, *The Washington Post*, *The Times (London)*, *The Toronto Star*, etc. The database also contains selected full text from more than 180 regional (U.S.) newspapers, including *The Boston Globe*, *The Chicago Tribune*, *The Detroit Free Press*, *The Miami Herald*, *The New York Daily News*, *The San Jose Mercury News*, etc. In addition, full text television & radio news transcripts are provided from *CBS News*, *FOX News*, *NPR*, etc.”
  
- Browse Indexes (databases) by Title** — use if you know the name of a particular index (database) that might be relevant
- Browse Indexes (databases) by Subject** — click on general topic, provides a list of all indexes (databases) for that particular topic, such as . . .
  - “**Business & Administration**”
  
- Journal Finder** (“quick link” in box on lefthand side of screen) —
  - Citation Linker** — use if you are searching for a specific article or citation
  - Find by . . .**
    - Title — if you are looking for a particular journal
    - Subject — if you are looking for journals related to a particular subject, such as
      - Business, Economics, and Management → Personnel Management & Training → lists 136 journals

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## Selected Employment Law Research Guides

Georgetown Law Library, **Labor & Employment Law**,  
[http://www.ll.georgetown.edu/guides/labor\\_employment.cfm](http://www.ll.georgetown.edu/guides/labor_employment.cfm)

- Includes following sections: Introduction; General Labor/Employment Resources; Journal Articles; Federal Legislation; Agencies; Regulations; Forms and Guidelines; Facts; Other Web Sites

**Legal Research Guide: Labor Law**, [http://www.virtualchase.com/topics/labor\\_law.shtml](http://www.virtualchase.com/topics/labor_law.shtml)  
(last revised July 19, 2006)

- Provides extensive list of Web-based resources, arranged alphabetically, including databases, websites, portal sites, bibliographies, etc.

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## Selected Employment Law Portal Sites

The following sites provide links to websites on a wide variety of topics related to employment law.

Southern Illinois University School of Law Library, **Labor & Employment Law**,  
<http://www.law.siu.edu/lawlib/topical/laboremploy.htm>

Includes:

- Links to other employment law portal sites
- U.S. Government Information links
- International Information links
- Organization links
- Databases and Current Awareness

Washburn University School of Law, **Employment Discrimination Law**,  
<http://www.washlaw.edu/subject/emp.html>

Provides links to:

- Websites
- Listservs
- Research Guides

Cornell Law School, Legal Information Institute, **Employment**,  
<http://www.law.cornell.edu/wex/index.php/Employment>

Provides links to sources for primary legal authority (e.g., state and federal statutes, judicial decisions, and regulations) about employment issues; also has links to “key Internet sources”

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## Selected Employment Law Blogs

**Workplace Prof Blog**, [http://lawprofessors.typepad.com/laborprof\\_blog/](http://lawprofessors.typepad.com/laborprof_blog/)

**George’s Employment Blawg**, <http://www.employmentblawg.com/>

**Charles A. Krugel, Labor & Employment Law, HR Law**, <http://charlesakrugel.blogspot.com/>