

# Index

## ACCEPTANCE

Contract defenses to employment arbitration, **5:48-5:51**

## ACKNOWLEDGMENT FORMS, EMPLOYMENT HANDBOOKS

Documentation, **4:7**

## ADA (AMERICANS WITH DISABILITIES ACT)

Litigation, arbitrability of employment claims, **5:61**

## ADEA (AGE DISCRIMINATION IN EMPLOYMENT ACT)

Litigation, arbitrability of employment claims, **5:60**

## ADHESION CONTRACTS

Litigation, attacks on the making of arbitration agreements, **5:39**

## ADMINISTRATIVE REMEDIES, EXHAUSTION OF

Alternative dispute resolution, unintended consequences, **1:10**

## ADOPTION OF AN EMPLOYMENT ARBITRATION PROGRAM

Generally, **2:9**

Arbitration organizations, neutrality of, **2:35**

Arbitration pleadings, **2:15**

Arbitration procedures

generally, **2:14**

arbitration pleadings, **2:15**

discovery, **2:17**

initiating arbitration, **2:15, 2:16**

pre-arbitration motion practice, **2:18**

Arbitrator discretion, **2:23**

Business case, making, **2:10**

Buy in, employees, **2:11**

Company culture, **2:24**

## ADOPTION OF AN

## EMPLOYMENT ARBITRATION PROGRAM

—Cont'd

Concerns about arbitration

generally, **2:12**

arbitration organizations, neutrality of, **2:35**

arbitration pleadings, **2:15**

arbitration procedures

generally, **2:14**

arbitration pleadings, **2:15**

discovery, **2:17**

initiating arbitration, **2:15, 2:16**

pre-arbitration motion practice, **2:18**

arbitrator discretion, **2:23**

company culture, **2:24**

confidentiality, **2:19**

cost, **2:25**

discovery, **2:17**

discretion, arbitrator, **2:23**

employer overreaching, **2:36**

encouragement of frivolous or weak claims, **2:28**

enforceability, **2:22**

Equal Employment Opportunity Commission (EEOC)

governmental agencies, role of, **2:30**

expectations of stakeholders, **2:32**

favoring of employers or individuals, **2:33**

finality, **2:20**

frivolous claims, encouragement of, **2:28**

governmental agencies, role of generally, **2:29**

Equal Employment Opportunity Commission (EEOC), **2:30**

National Labor Relations Board (NLRB), **2:31**

**ADOPTION OF AN  
EMPLOYMENT  
ARBITRATION PROGRAM  
—Cont'd**

Concerns about arbitration—Cont'd  
improper tactics, **2:36**  
initiating arbitration, **2:15, 2:16**  
litigation, similarity to, **2:13**  
National Labor Relations Board  
(NLRB), **2:31**  
neutrality of arbitration organiza-  
tions, **2:35**  
pre-arbitration motion practice,  
**2:18**  
relief, scope of available, **2:26**  
role of governmental agencies,  
**2:29**  
scope of available relief, **2:26**  
sensibleness of, **2:34**  
similarity to litigation, **2:13**  
splitting the baby, **2:27**  
stakeholders, expectations of, **2:32**  
union avoidance, **2:21**  
weak claims, encouragement of,  
**2:28**  
Confidentiality, **2:19**  
Cost, **2:25**  
Discovery, **2:17**  
Discretion, arbitrator, **2:23**  
Employee buy in, **2:11**  
Employer overreaching, **2:36**  
Encouragement of frivolous or weak  
claims, **2:28**  
Enforceability, **2:22**  
Equal Employment Opportunity  
Commission (EEOC), **2:30**  
Expectations of stakeholders, **2:32**  
Favoring of employers or individuals,  
**2:33**  
Finality, **2:20**  
Frivolous claims, encouragement of,  
**2:28**  
Governmental agencies, role of  
generally, **2:29**  
Equal Employment Opportunity  
Commission (EEOC), **2:30**  
National Labor Relations Board  
(NLRB), **2:31**  
Improper tactics, **2:36**

**ADOPTION OF AN  
EMPLOYMENT  
ARBITRATION PROGRAM  
—Cont'd**

Initiating arbitration, **2:15, 2:16**  
Litigation, similarity to, **2:13**  
National Labor Relations Board  
(NLRB), **2:31**  
Neutrality of arbitration organiza-  
tions, **2:35**  
Pre-arbitration motion practice, **2:18**  
Relief, scope of available, **2:26**  
Role of governmental agencies, **2:29**  
Scope of available relief, **2:26**  
Sensibleness of adopting an employ-  
ment arbitration program, **2:34**  
Similarity to litigation, **2:13**  
Splitting the baby, **2:27**  
Stakeholders, expectations of, **2:32**  
Union avoidance, **2:21**  
Weak claims, encouragement of,  
**2:28**

**AFTER-THE-FACT OFFERS**

Litigation, severing invalid provi-  
sions, **5:16**

**AGE DISCRIMINATION IN  
EMPLOYMENT ACT (ADEA)**

Litigation, arbitrability of employ-  
ment claims, **5:60**

**AGREEMENT TO SUBMIT  
DISPUTE TO ARBITRATION**

Sample, **App. E**

**ALTERNATIVE DISPUTE  
RESOLUTION**

Generally, **1:6**  
Administrative remedies, exhaustion  
of, **1:10**  
ADR activities, measuring, **4:27**  
Alternative dispute resolution, how  
employment arbitration fits, **1:6**  
Auditing ADR efforts  
measuring effectiveness of ADR  
and arbitration programs  
generally, **4:28**  
Office of Federal Contract  
Compliance Programs  
(OFCCP) proposed self-

## INDEX

### ALTERNATIVE DISPUTE RESOLUTION—Cont'd

- Auditing ADR efforts—Cont'd
  - measuring effectiveness of ADR and arbitration programs—Cont'd
    - evaluation guidelines, **4:29**
- Employee complaints, level of, measuring effectiveness of ADR and arbitration programs, **4:26**
- Employee focus groups, measuring effectiveness of ADR and arbitration programs, **4:30**
- Employee surveys, measuring effectiveness of ADR and arbitration programs, **4:30**
- Exhaustion of administrative remedies, **1:10**
- Implied duties, **1:11**
- Industry practices, measuring effectiveness of ADR and arbitration programs, **4:25**
- Labor laws, ADR programs and, **1:9**
- Measuring effectiveness of ADR and arbitration programs
  - Generally, **4:23, 4:24**
  - ADR activities, measuring, **4:27**
  - auditing ADR efforts
    - generally, **4:28**
    - OFCCP (Office of Federal Contract Compliance Programs) proposed self-evaluation guidelines, **4:29**
    - Office of Federal Contract Compliance Programs (OFCCP) proposed self-evaluation guidelines, **4:29**
  - employee complaints, level of, **4:26**
  - employee focus groups, **4:30**
  - employee surveys, **4:30**
  - industry practices, **4:25**
  - OFCCP (Office of Federal Contract Compliance Programs) proposed self-evaluation guidelines, auditing ADR efforts, **4:29**
  - Office of Federal Contract Compliance Programs (OFCCP) proposed self-evaluation

### ALTERNATIVE DISPUTE RESOLUTION—Cont'd

- Measuring effectiveness of ADR and arbitration programs—Cont'd
  - guidelines, auditing ADR efforts, **4:29**
- OFCCP (Office of Federal Contract Compliance Programs) proposed self-evaluation guidelines, measuring effectiveness of ADR and arbitration programs, **4:29**
- Office of Federal Contract Compliance Programs (OFCCP) proposed self-evaluation guidelines, measuring effectiveness of ADR and arbitration programs, **4:29**
- Retaliation claims, **1:12**
- Structure, **1:7**
- Unintended consequences
  - generally, **1:8**
  - administrative remedies, exhaustion of, **1:10**
  - alternative dispute resolution
    - generally, **1:8**
    - administrative remedies, exhaustion of, **1:10**
    - exhaustion of administrative remedies, **1:10**
    - implied duties, **1:11**
    - labor laws, ADR programs and, **1:9**
    - retaliation claims, **1:12**
  - exhaustion of administrative remedies, **1:10**
  - implied duties, **1:11**
  - labor laws, ADR programs and, **1:9**
  - retaliation claims, **1:12**

### AMENDMENT OF ARBITRATION PROVISIONS

- Litigation, contract defenses to employment arbitration, **5:47**

### AMERICANS WITH DISABILITIES ACT (ADA)

- Litigation, arbitrability of employment claims, **5:61**

- APPEALS**  
**Post-Arbitration Litigation** (this index)
- ARBITRABILITY**  
 Drafting arbitration agreements, **3:23**  
**Litigation** (this index)
- ARBITRARINESS**  
 Post-arbitration litigation, non-statutory bases, **7:19**
- ARBITRATION AGREEMENT SHORT FORM**  
 Samples, **App. A**
- ARBITRATION AWARDS**  
**Post-Arbitration Litigation** (this index)
- ARBITRATION CLAUSES BY REFERENCE**  
 Documentation, **4:12**
- ARBITRATION LAW**  
 Drafting arbitration agreements, **3:19**
- ARBITRATION MANAGEMENT CONFERENCE**  
 Employment disputes, **6:6**
- ARBITRATION ORGANIZATIONS**  
 Adoption of an employment arbitration program, **2:35**  
**Arbitration Sponsoring Organizations** (this index)  
 Drafting arbitration agreements, **3:30**
- ARBITRATION PLEADINGS**  
 Adoption of an employment arbitration program, **2:15**
- ARBITRATION PROCEDURES**  
**Adoption of an Employment Arbitration Program** (this index)  
 Drafting arbitration agreements, **3:29**  
**Litigation** (this index)
- ARBITRATION SPONSORING ORGANIZATIONS**  
**Arbitration Organizations** (this index)  
 Drafting arbitration agreements, **3:28**
- ARBITRATION SPONSORING ORGANIZATIONS—Cont'd**  
 Employment disputes, **6:1**
- ARBITRATORS**  
 Adoption of an employment arbitration program, discretion, **2:23**  
**Drafting Arbitration Agreements** (this index)  
**Litigation** (this index)  
**Post-Arbitration Litigation** (this index)
- ATTACKS ON THE MAKING OF ARBITRATION AGREEMENTS**  
**Litigation** (this index)
- ATTORNEY'S FEES**  
 Drafting arbitration agreements, payment of costs, **3:26**  
 Litigation, limits on recovery of attorney's fees, **5:99**
- AUDITS**  
**Measuring Effectiveness of ADR and Arbitration Programs** (this index)
- AVAILABLE RELIEF**  
 Drafting arbitration agreements, **3:37**
- AWARDS**  
**Post-Arbitration Litigation** (this index)
- BASIS FOR APPEAL**  
 Post-arbitration litigation, **7:5, 7:6**
- BENEFIT PLAN DOCUMENTS**  
 Documentation, **4:10**
- BEST PRACTICES**  
 Generally, **4:13**  
 Court decisions, sources, **4:21**  
 Due process protocol, employment arbitration, sources, **4:18**  
 Employment arbitration due process protocol, sources, **4:18**  
 JAMS (Judicial Arbitration and Mediation Services, Inc.) minimum standards of procedural fairness, source, **4:19**

## INDEX

### **BEST PRACTICES—Cont'd**

- Judicial Arbitration and Mediation Services, Inc. (JAMS) minimum standards of procedural fairness, sources, **4:19**
- Older Workers Benefit Protection Act of 1990 (OWBPA), sources, **4:22**
- Opt-out periods, **4:14**
- Other best practices, **4:16**
- OWBPA (Older Workers Benefit Protection Act of 1990), sources, **4:22**
- Sources
  - generally, **4:17**
  - court decisions, **4:21**
  - due process protocol, employment arbitration, **4:18**
  - employment arbitration due process protocol, **4:18**
  - JAMS (Judicial Arbitration and Mediation Services, Inc.) minimum standards of procedural fairness, **4:19**
  - Judicial Arbitration and Mediation Services, Inc. (JAMS) minimum standards of procedural fairness, **4:19**
  - Older Workers Benefit Protection Act of 1990 (OWBPA), **4:22**
  - OWBPA (Older Workers Benefit Protection Act of 1990), **4:22**
  - statutes, **4:20**
  - Statutes, sources, **4:20**
  - Training, **4:15**

### **BIASED ARBITRATION PROCESSES**

- Litigation, **5:103**

### **BIASED ARBITRATORS**

- Litigation, **5:105**

### **BINDING ARBITRATION**

- Drafting arbitration agreements, **3:6**

### **BOUNDARIES OF ARBITRATOR POWER**

- Post-arbitration litigation, **7:16**

### **BREACH OF CONTRACT CLAIMS**

- Litigation, **5:87**

### **BREACH OF FIDUCIARY DUTY CLAIMS**

- Litigation, **5:85**

### **BROAD EMPLOYMENT ARBITRATION PROVISIONS**

- Litigation, **5:53, 5:54**

### **BUSINESS CASES**

- Adoption of an employment arbitration program, **2:10**

### **BUY IN**

- Adoption of an employment arbitration program, **2:11**

### **CAPRICIOUSNESS**

- Post-arbitration litigation, non-statutory bases, **7:19**

### **CARVE-OUTS**

- Litigation, **5:46**

### **CASE OF CONTROVERSY**

- Litigation, **5:8**

### **CHECKLIST**

- Drafting arbitration agreements, **3:41**

### **CHOICE OF LAW**

- Drafting arbitration agreements, **3:18**
- Litigation, **5:92**

### **CIVIL RIGHTS ACT OF 1991**

- Litigation, **5:63**

### **CLASS ACTIONS**

- Drafting arbitration agreements, **3:36**
- Litigation, **5:106**

### **COLLECTIVE ACTIONS**

- Drafting arbitration agreements, **3:36**
- Litigation, **5:106**

### **COLLECTIVE BARGAINING AGREEMENTS**

- Documentation, **4:8**
- Post-arbitration litigation, **7:22-7:25**

### **COMMERCIAL ARBITRATION**

- Compared with employment arbitration, **1:5**
- Rules and Mediation Procedures (Including Procedures for Large, Complex Commercial Disputes)

- COMMERCIAL ARBITRATION**  
 —Cont'd  
 Amended and Effective  
 September 1, 2007, **App. J**
- COMMON LAW RETALIATORY  
 DISCHARGE CLAIMS**  
 Litigation, **5:84**
- COMPANY CULTURE**  
 Adoption of an employment arbitra-  
 tion program, **2:24**
- COMPELLING ARBITRATION**  
 Post-arbitration litigation, **7:22**
- COMPLETENESS, SIMPLICITY V.**  
 Drafting arbitration agreements, **3:2**
- CONCERNS ABOUT  
 ARBITRATION**  
 Adoption of an Employment  
 Arbitration Program (this  
 index)
- CONFIDENTIALITY**  
 Adoption of an employment arbitra-  
 tion program, **2:19**  
 Drafting arbitration agreements, **3:24**  
 Litigation, **5:101**
- CONFIRMING AWARDS**  
 Post-Arbitration Litigation (this  
 index)
- CONSIDERATION**  
 Contract defenses. **Litigation** (this  
 index)
- CONSOLIDATED ACTIONS**  
 Litigation, **5:106**
- CONSOLIDATED CLAIMS**  
 Drafting arbitration agreements, **3:36**
- CONSPICUOUSNESS**  
 Drafting arbitration agreements, **3:3**
- CONSTITUTIONAL CLAIMS**  
 Litigation, **5:57**
- CONTINUED EMPLOYMENT**  
 Litigation, **5:43**
- CONTRACT DEFENSES TO  
 EMPLOYMENT  
 ARBITRATION**  
 Litigation (this index)
- CONTRACT FORMATION**  
 State law. **Litigation** (this index)
- CONTRACT LAW**  
 Post-arbitration litigation, **7:4**
- CONTRACTS OF EMPLOYMENT**  
 Litigation, Federal Arbitration Act  
 (FAA), preemptive effect, **5:3**
- CONTRACTUAL DAMAGES**  
 Litigation, **5:100**
- CONTRACTUAL DISCLAIMERS**  
 Documentation, **4:6**  
 Litigation, **5:47**
- CONTRARIETY TO PUBLIC  
 POLICY**  
 Post-arbitration litigation, **7:20**
- CONTROVERSY**  
 Employment arbitration programs,  
 generally, **1:3**  
 Litigation, case or controversy, **5:8**
- CORRECTION OF ARBITRATION  
 AWARD**  
 Post-arbitration litigation, **7:11**
- CORRUPTION**  
 Post-arbitration litigation, **7:13, 7:14**
- COSTS**  
 Adoption of an employment arbitra-  
 tion program, **2:25**  
 Attorney's Fees (this index)  
 Drafting arbitration agreements, **3:25,**  
**3:26**  
 Litigation, **5:91**
- COST SAVINGS**  
 Litigation, **2:7**
- COURT DECISIONS**  
 Best practices, **4:21**
- COURT REVIEW**  
 Post-arbitration litigation, **7:9**

## INDEX

### **CPR EMPLOYMENT DISPUTE ARBITRATION PROCEDURES**

Samples, **App. H**

### **CPR MODEL DISPUTE RESOLUTION CLAUSES**

Samples, **App. G**

### **CULTURE OF THE COMPANY**

Adoption of an employment arbitration program, **2:24**

### **DECLARATORY JUDGMENTS**

Litigation, **5:10, 5:19**

### **DEFAMATION CLAIMS**

Litigation, **5:83**

### **DENIAL OF AWARD**

Post-arbitration litigation, **7:21**

### **DISCLOSURE**

Litigation, fraud claims, **5:36**

### **DISCOVERY**

Adoption of an employment arbitration program, **2:17**

Drafting arbitration agreements, **3:35**

Employment disputes, **6:4**

Litigation, **5:12, 5:95**

### **DISCRETION**

Adoption of an employment arbitration program, arbitrator discretion, **2:23**

### **DISPUTE RESOLUTION**

#### **EFFICIENCY**

Litigation, **2:8**

### **DISPUTES WITH ARBITRABLE AND NON-ARBITRABLE CLAIMS**

Litigation, **5:56**

### **DOCUMENTATION**

Generally, **4:1**

Acknowledgment forms, employment handbooks, **4:7**

Arbitration clauses by reference, **4:12**

Benefit plan documents, **4:10**

Collective bargaining agreements, **4:8**

### **DOCUMENTATION—Cont'd**

Contractual disclaimers, **4:6**

E-documents, **4:4**

Employment agreements, **4:2**

Employment application forms, **4:3**

Employment handbooks, **4:5, 4:7**

Other employment-related documents, **4:11**

Securities industry forms, **4:9**

### **DRAFTING ARBITRATION AGREEMENTS**

Arbitrability, who decides, **3:23**

Arbitration law, **3:19**

Arbitration organizations, procedural rules of, **3:30**

Arbitration sponsoring organizations, **3:28**

Arbitrator authority, scope of, **3:33**

Arbitrator decision-making process, summary award or written decision, **3:34**

Arbitrators, number of, **3:32**

Arbitrators, selection of, **3:31**

Attorney's fees provisions, **3:26**

Available relief, **3:37**

Binding arbitration, **3:6**

Checklist, **3:41**

Choice of law, **3:18**

Class actions, **3:36**

Collective actions, **3:36**

Completeness, simplicity v., **3:2**

Confidentiality, **3:24**

Consolidated claims, **3:36**

Conspicuousness, **3:3**

Costs, payment of

generally, **3:25**

attorney's fees provisions, **3:26**

Discovery, **3:35**

Emergency relief, **3:38**

Employees who object to arbitration, **3:13**

Evidentiary standards, **3:39**

Forum selection clauses, **3:9**

Independent contractors, **3:12**

Integration clauses, **3:27**

Interim relief, **3:38**

Judicial review, **3:40**

Jury trial waivers, **3:21**

**DRAFTING ARBITRATION AGREEMENTS—Cont'd**

- Leased employees, **3:12**
- Mandatory v. voluntary arbitration programs, **3:5**
- Merger clauses, **3:27**
- Minimum requirements, **3:1**
- Multiple jurisdictions, **3:4**
- Mutuality of obligation, **3:15**
- Non-traditional employees, **3:12**
- Number of arbitrators, **3:32**
- Objections to arbitration, **3:13**
- Pending claims, **3:16**
- Post-arbitration litigation, **7:26**
- Procedural rules of arbitration organizations, **3:30**
- Procedures, **3:29**
- Relief
  - available, **3:37**
  - emergency, **3:38**
  - interim, **3:38**
- Scope of the program, **3:7**
- Selection of arbitrators, **3:31**
- Severability, **3:17**
- Simplicity v. completeness, **3:2**
- Substantive law, **3:20**
- Substantive rights, **3:22**
- Summary awards, arbitrator decision-making process, **3:34**
- Temporary employees, **3:12**
- Time limitations, **3:8**
- Union employees, **3:11**
- Venue selection clauses, **3:9**
- Voluntary v. mandatory arbitration programs, **3:5**
- What claims are arbitrated, **3:14**
- Who is bound, **3:10**
- Written decisions, arbitrator decision-making process, **3:34**

**DUE PROCESS PROTOCOL**

- Best practices, **4:18**
- Sample, **App. K**

**ECONOMIC DURESS**

- Litigation, **5:38**

**E-DOCUMENTS**

- Documentation, **4:4**

**ELECTRONIC DOCUMENTS**

- Documentation, **4:4**

**EMERGENCY RELIEF**

- Drafting arbitration agreements, **3:38**

**EMOTIONAL DISTRESS**

- Litigation, **5:82**

**EMPLOYEE BUY IN**

- Adoption of an employment arbitration program, **2:11**

**EMPLOYEE COMPLAINTS**

- Measuring effectiveness of ADR and arbitration programs, **4:26**

**EMPLOYEE FOCUS GROUPS**

- Measuring effectiveness of ADR and arbitration programs, **4:30**

**EMPLOYEE POLYGRAPH PROTECTION ACT**

- Litigation, **5:64**

**EMPLOYEE RETIREMENT INCOME SECURITY ACT (ERISA)**

- Litigation, **5:65**

**EMPLOYEE SURVEYS**

- Measuring effectiveness of ADR and arbitration programs, **4:30**

**EMPLOYEES WHO OBJECT TO ARBITRATION**

- Drafting arbitration agreements, **3:13**

**EMPLOYER OVERREACHING**

- Adoption of an employment arbitration program, **2:36**

**EMPLOYER PROMISES TO CONSIDER EMPLOYMENT APPLICATIONS**

- Litigation, **5:42**

**EMPLOYMENT AGREEMENTS**

- Documentation, **4:2**

**EMPLOYMENT APPLICATIONS**

- Documentation, **4:3**
- Litigation, **5:42**

## INDEX

### **EMPLOYMENT ARBITRATION PROGRAMS, GENERALLY**

- Generally, **1:1, 1:2**
- Alternative dispute resolution, how employment arbitration fits, **1:6**
- Commercial arbitration, compared with, **1:5**
- Controversy, **1:3**
- Labor arbitration, compared with, **1:4**
- Litigation, compared to, **2:1**

### **EMPLOYMENT ARBITRATION RULES AND MEDIATION PROCEDURES**

- Samples, **App. I**

### **EMPLOYMENT DISPUTES**

- Arbitration management conference, **6:6**
- Arbitration sponsoring organizations, **6:1**
- Discovery, **6:4**
- Hearing, **6:7**
- Initiating arbitration, **6:2**
- Motion practice, **6:3**
- Pleading requirements, **6:2**
- Rules of arbitration sponsoring organizations, **6:1**
- Third-party subpoenas, **6:5**

### **EMPLOYMENT DUE PROCESS PROTOCOL**

- Samples, **App. K**

### **EMPLOYMENT HANDBOOKS**

- Documentation, **4:5, 4:7**

### **ENCOURAGEMENT OF FRIVOLOUS OR WEAK CLAIMS**

- Adoption of an employment arbitration program, **2:28**

### **ENFORCEMENT**

- Adoption of an employment arbitration program, **2:22**
- Litigation, **5:22**

### **EPA (EQUAL PAY ACT)**

- Litigation, **5:66**

### **EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)**

- Adoption of an employment arbitration program, **2:30**

### **EQUAL PAY ACT (EPA)**

- Litigation, **5:66**

### **ERISA (EMPLOYEE RETIREMENT INCOME SECURITY ACT)**

- Litigation, **5:65**

### **EVIDENTIARY STANDARDS**

- Drafting arbitration agreements, **3:39**

### **EVIDENT PARTIALITY IN ARBITRATORS**

- Post-arbitration litigation, **7:14**

### **EXCLUSION OF CERTAIN CONTRACTS OF EMPLOYMENT**

- Litigation, Federal Arbitration Act (FAA), preemptive effect, **5:3**

### **EXHAUSTION OF ADMINISTRATIVE REMEDIES**

- Alternative dispute resolution, **1:10**

### **EXPANSION**

- Post-arbitration litigation, **7:5**

### **EXPECTATIONS OF STAKEHOLDERS**

- Adoption of an employment arbitration program, **2:32**

### **EXPIRED CONTRACTS**

- Litigation, **5:30**

### **EXPRESS CONSENT**

- Litigation, **5:49**

### **FAA (FEDERAL ARBITRATION ACT)**

- Litigation** (this index)
- Post-arbitration litigation, **7:2**

### **FAILURE TO OPT-OUT**

- Litigation, **5:50**

- FAIR LABOR STANDARDS ACT (FLSA)**  
Litigation, **5:67**
- FALSE CLAIMS ACT**  
Litigation, **5:68**
- FAMILY AND MEDICAL LEAVE ACT (FMLA)**  
Litigation, **5:69**
- FAVORING OF EMPLOYERS OR INDIVIDUALS**  
Adoption of an employment arbitration program, **2:33**
- FEDERAL ARBITRATION ACT (FAA)**  
**Litigation** (this index)  
Post-arbitration litigation, **7:2**
- FEDERAL LAW**  
See individual acts by name
- FIDUCIARY DUTY, BREACH OF**  
Litigation, **5:85**
- FINALITY**  
Adoption of an employment arbitration program, **2:20**  
Post-arbitration litigation, arbitrator's awards, **7:10**
- FLSA (FAIR LABOR STANDARDS ACT)**  
Litigation, **5:67**
- FMLA (FAMILY AND MEDICAL LEAVE ACT)**  
Litigation, **5:69**
- FOCUS GROUPS**  
Measuring effectiveness of ADR and arbitration programs, **4:30**
- FOREIGN AWARDS**  
Post-arbitration litigation, 9 U.S.C.A. §§ 201-208, **7:27**
- FORUM SELECTION CLAUSES**  
Drafting arbitration agreements, **3:9**  
Litigation, **5:93**
- FRAUD**  
**Litigation** (this index)
- FRAUD—Cont'd**  
Post-arbitration litigation, **7:13**
- FRIVOLOUS CLAIMS**  
Adoption of an employment arbitration program, **2:28**
- FRUSTRATION OF PURPOSE CLAIMS**  
Litigation, **5:32**
- FUNCTUS OFFICIO**  
Post-arbitration litigation, **7:10**
- GENERAL LIMITATIONS**  
Litigation, restrictions on remedies, **5:97**
- GOVERNMENTAL AGENCIES**  
Role. **Adoption of an Employment Arbitration Program** (this index)
- GROUNDS FOR VACATING AWARDS**  
Post-arbitration litigation, **7:28**
- HEARINGS**  
Employment disputes, **6:7**  
Litigation, **5:13**
- IMPLEMENTATION**  
**Best Practices** (this index)  
**Documentation** (this index)  
**Measuring Effectiveness of ADR and Arbitration Programs** (this index)
- IMPLIED CONSENT**  
Litigation, **5:51**
- IMPLIED DUTIES**  
Alternative dispute resolution, **1:11**
- IMPROPER APPEAL**  
Post-arbitration litigation, **7:3**
- IMPROPER TACTICS**  
Adoption of an employment arbitration program, **2:36**
- INDEPENDENT CONTRACTORS**  
Drafting arbitration agreements, **3:12**

## INDEX

### INDUSTRY PRACTICES

Measuring effectiveness of ADR and arbitration programs, **4:25**

### INITIAL OFFERS OF EMPLOYMENT

Litigation, **5:41**

### INITIATING ARBITRATION

Adoption of an employment arbitration program, **2:15, 2:16**

Employment disputes, **6:2**

### INITIATING LITIGATION

**Litigation** (this index)

### INJUNCTIVE RELIEF

Litigation, **5:17**

### INTEGRATION CLAUSES

Drafting arbitration agreements, **3:27**

### INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS

Litigation, **5:82**

### INTENTIONAL TORTS

Litigation, **5:81**

### INTERIM RELIEF

Drafting arbitration agreements, **3:38**

### INTERSTATE COMMERCE

Litigation, Federal Arbitration Act (FAA), preemptive effect, **5:4**

### INTERTWINING AGREEMENTS

Litigation, **5:29**

### INVALID ARBITRATION PROVISIONS

**Litigation** (this index)

### JAMS (JUDICIAL ARBITRATION AND MEDIATION SERVICES, INC.)

Employment Arbitration Rules and Procedures, **App. L**

Minimum standards of procedural fairness, **4:19**

Policy on Employment Arbitration Minimum Standards of Procedural Fairness, **App. M**

### JUDICIAL ARBITRATION AND MEDIATION SERVICES, INC. (JAMS)

Employment Arbitration Rules and Procedures, **App. L**

Minimum standards of procedural fairness, **4:19**

Policy on Employment Arbitration Minimum Standards of Procedural Fairness, **App. M**

### JUDICIAL REVIEW

Drafting arbitration agreements, **3:40**

Post-arbitration litigation, **7:25**

### JURISDICTIONAL ISSUES

Litigation, **5:6, 5:7**

### JURY TRIAL WAIVERS

Drafting arbitration agreements, **3:21**

### KNOWING WAIVER OF STATUTORY RIGHTS

Litigation, arbitrability of employment claims, **5:58**

### LABOR ARBITRATION

Compared with employment arbitration, **1:4**

### LABOR LAWS, GENERALLY

Alternative dispute resolution, **1:9**

### LACK OF DISCLOSURE CLAIMS

Litigation, **5:36**

### LACK OF MUTUALITY

Litigation, **5:45**

### LAPSED CONTRACTS

Litigation, **5:30**

### LEASED EMPLOYEES

Drafting arbitration agreements, **3:12**

### LIBEL CLAIMS

Litigation, **5:83**

### LIMITATIONS

Post-arbitration litigation, **7:1, 7:6**

### LIMITED DISCOVERY

Litigation, **5:95**

**LIMITING RECOVERY**

Litigation, contractual or out-of-pocket damages, **5:100**

**LIMITS ON PUNITIVE DAMAGES**

Litigation, **5:98**

**LIMITS ON RECOVERY OF ATTORNEY'S FEES**

Litigation, **5:99**

**LIMITS ON THE SCOPE OF THE ARBITRATOR'S AUTHORITY**

Litigation, **5:102**

**LITIGATION**

Acceptance, contract defenses to employment arbitration

generally, **5:48**

express consent, **5:49**

failing to opt-out, **5:50**

implied consent, **5:51**

opt-out, failure to, **5:50**

ADA (Americans with Disabilities Act), **5:61**

ADEA (Age Discrimination in Employment Act), as amended by Older Workers Benefit Protection Act (OWBPA), **5:60**

Adhesion contracts, **5:39**

Adoption of an employment arbitration program, similarity to litigation, **2:13**

After-the-fact offers to waive invalid provisions, employers', **5:16**

Age Discrimination in Employment Act (ADEA), as amended by Older Workers Benefit Protection Act (OWBPA), **5:60**

Amendment of arbitration provisions, **5:47**

Americans with Disabilities Act (ADA), **5:61**

Appeals, orders compelling or denying arbitration, **5:20**

Arbitrability

ADA (Americans with Disabilities Act), **5:61**

ADEA (Age Discrimination in Employment Act), as amended by Older Workers

**LITIGATION—Cont'd**

Arbitrability—Cont'd

Benefit Protection Act (OWBPA), **5:60**

Age Discrimination in Employment Act (ADEA), as amended by Older Workers Benefit Protection Act (OWBPA), **5:60**

Americans with Disabilities Act (ADA), **5:61**

attacks on the making of arbitration agreements, presumption of arbitrability, **5:27**

attempts to require knowing or voluntary waiver of statutory rights, **5:58**

breach of contract claims, **5:87**

breach of fiduciary duty claims, **5:85**

Civil Rights Act of 1991, **5:63**

common law retaliatory discharge claims, **5:84**

constitutional claims, **5:57**

defamation claims, **5:83**

emotional distress, intentional infliction of, **5:82**

Employee Polygraph Protection Act, **5:64**

Employee Retirement Income Security Act (ERISA), **5:65**

EPA (Equal Pay Act), **5:66**

Equal Pay Act (EPA), **5:66**

ERISA (Employee Retirement Income Security Act), **5:65**

Fair Labor Standards Act (FLSA), **5:67**

False Claims Act, **5:68**

Family and Medical Leave Act (FMLA), **5:69**

federal law

generally, **5:59**

ADA (Americans with Disabilities Act), **5:61**

ADEA (Age Discrimination in Employment Act), as amended by Older Workers Benefit Protection Act (OWBPA), **5:60**

## INDEX

### LITIGATION—Cont'd

Arbitrability—Cont'd  
federal law—Cont'd  
Age Discrimination in Employment Act (ADEA), as amended by Older Workers Benefit Protection Act (OWBPA), **5:60**  
Americans with Disabilities Act (ADA), **5:61**  
Civil Rights Act of 1991, **5:63**  
Employee Polygraph Protection Act, **5:64**  
Employee Retirement Income Security Act (ERISA), **5:65**  
EPA (Equal Pay Act), **5:66**  
Equal Pay Act (EPA), **5:66**  
ERISA (Employee Retirement Income Security Act), **5:65**  
Fair Labor Standards Act (FLSA), **5:67**  
False Claims Act, **5:68**  
Family and Medical Leave Act (FMLA), **5:69**  
FLSA (Fair Labor Standards Act), **5:67**  
FMLA (Family and Medical Leave Act), **5:69**  
Older Workers Benefit Protection Act (OWBPA), amending Age Discrimination in Employment Act (ADEA), **5:60**  
OWBPA (Older Workers Benefit Protection Act), amending Age Discrimination in Employment Act (ADEA), **5:60**  
Racketeer Influenced and Corrupt Organization (RICO) Act, **5:71**  
retaliation claims, **5:70**  
RICO (Racketeer Influenced and Corrupt Organization) Act, **5:71**  
Sarbanes-Oxley Act, **5:72**  
Section 1981 claims, **5:62**  
Section 1983 claims, **5:62**  
Title VII, **5:73**

### LITIGATION—Cont'd

Arbitrability—Cont'd  
federal law—Cont'd  
Uniformed Services Employment and Reemployment Rights Act (USERRA), **5:74**  
USERRA (Uniformed Services Employment and Reemployment Rights Act), **5:74**  
fiduciary duty, breach of, **5:85**  
FLSA (Fair Labor Standards Act), **5:67**  
FMLA (Family and Medical Leave Act), **5:69**  
fraud, **5:79**  
intentional infliction of emotional distress claims, **5:82**  
intentional torts, **5:81**  
knowing waiver of statutory rights, attempts to require, **5:58**  
libel claims, **5:83**  
Older Workers Benefit Protection Act (OWBPA), amending Age Discrimination in Employment Act (ADEA), **5:60**  
OWBPA (Older Workers Benefit Protection Act), amending Age Discrimination in Employment Act (ADEA), **5:60**  
Racketeer Influenced and Corrupt Organization (RICO) Act, **5:71**  
retaliation claims, **5:70**  
retaliatory discharge claims, common law, **5:84**  
RICO (Racketeer Influenced and Corrupt Organization) Act, **5:71**  
Sarbanes-Oxley Act, **5:72**  
Section 1981 claims, **5:62**  
Section 1983 claims, **5:62**  
slander claims, **5:83**  
state employment acts, **5:75**  
state law  
state employment acts, **5:75**  
unfair competition laws, **5:76**

**LITIGATION—Cont'd**

- Arbitrability—Cont'd
  - state law—Cont'd
    - unfair trade practices acts, **5:77**
  - Title VII, **5:73**
  - tort claims
    - generally, **5:78**
    - breach of fiduciary duty claims, **5:85**
    - common law retaliatory discharge claims, **5:84**
    - defamation claims, **5:83**
    - emotional distress, intentional infliction of, **5:82**
    - fiduciary duty, breach of, **5:85**
    - fraud, **5:79**
    - intentional infliction of emotional distress claims, **5:82**
    - intentional torts, **5:81**
    - libel claims, **5:83**
    - other tort claims, **5:86**
    - retaliatory discharge claims, common law, **5:84**
    - slander claims, **5:83**
    - unjust enrichment, **5:80**
  - unfair competition laws, state law, **5:76**
  - unfair trade practices acts, state law, **5:77**
  - Uniformed Services Employment and Reemployment Rights Act (USERRA), **5:74**
  - unjust enrichment, **5:80**
  - USERRA (Uniformed Services Employment and Reemployment Rights Act), **5:74**
  - voluntary waiver of statutory rights, attempts to require, **5:58**
- Arbitrator's authority, limits on scope of, **5:102**
- Arbitrator selection process, **5:104**
- Attacks on the making of arbitration agreements
  - generally, **5:21**
  - acceptance, contract defenses to employment arbitration generally, **5:48**

**LITIGATION—Cont'd**

- Attacks on the making of arbitration agreements—Cont'd
  - acceptance, contract defenses to employment arbitration—Cont'd
    - express consent, **5:49**
    - failing to opt-out, **5:50**
    - implied consent, **5:51**
    - opt-out, failure to, **5:50**
  - adhesion contracts, **5:39**
  - amendment of arbitration provisions, **5:47**
  - arbitrability, presumption of, **5:27**
  - carve-outs, **5:46**
  - consideration, contract defenses generally, **5:40**
  - continued employment, **5:43**
  - employer promises to consider employment applications, **5:42**
  - employment applications, employer promises to consider, **5:42**
  - initial offers of employment, **5:41**
  - other forms of consideration, **5:44**
  - continued employment, **5:43**
  - contract defenses to employment arbitration
    - acceptance, above
    - adhesion contracts, **5:39**
    - amendment of arbitration provisions, **5:47**
    - carve-outs, **5:46**
    - consideration, above
    - contractual disclaimers, **5:47**
    - economic duress, **5:38**
    - lack of mutuality, **5:45**
    - mutuality, lack of, **5:45**
    - procedural unconscionability, **5:37**
    - substantive unconscionability, **5:37**
    - unequal bargaining power, **5:38**
  - contract formation, state law generally, **5:26**

## INDEX

### LITIGATION—Cont'd

- Attacks on the making of arbitration agreements—Cont'd
  - contract formation, state law—Cont'd
    - arbitrability, presumption of, **5:27**
  - FAA (Federal Arbitration Act), written agreement requirement, **5:28**
  - Federal Arbitration Act (FAA), written agreement requirement, **5:28**
  - presumption of arbitrability, **5:27**
  - written agreement requirement, Federal Arbitration Act (FAA), **5:28**
- contractual disclaimers, **5:47**
- disclosure, lack of disclosure and fraudulent concealment claims, **5:36**
- economic duress, **5:38**
- employer promises to consider employment applications, **5:42**
- employment applications, employer promises to consider, **5:42**
- enforcement of mandatory employment arbitration provisions, **5:22**
- expired contracts, **5:30**
- express consent, **5:49**
- FAA (Federal Arbitration Act), written agreement requirement, **5:28**
- failing to opt-out, **5:50**
- Federal Arbitration Act (FAA), written agreement requirement, **5:28**
- fraud claims
  - disclosure, lack of disclosure and fraudulent concealment claims, **5:36**
  - fraud in the factum, **5:35**
  - fraud in the inducement, **5:34**
  - fraudulent concealment claims, lack of disclosure and, **5:36**

### LITIGATION—Cont'd

- Attacks on the making of arbitration agreements—Cont'd
  - fraud claims—Cont'd
    - lack of disclosure and fraudulent concealment claims, **5:36**
  - fraud in the factum, **5:35**
  - fraud in the inducement, **5:34**
  - fraudulent concealment claims, lack of disclosure and, **5:36**
  - frustration of purpose claims, **5:32**
  - implied consent, **5:51**
  - initial offers of employment, **5:41**
  - intertwining agreements, **5:29**
  - lack of disclosure and fraudulent concealment claims, **5:36**
  - lack of mutuality, **5:45**
  - lapsed contracts, **5:30**
  - mandatory employment arbitration provisions, enforcement, **5:22**
  - mutual cancellation claims, **5:33**
  - mutuality, lack of, **5:45**
  - opt-out, failure to, **5:50**
  - presumption of arbitrability, **5:27**
  - procedural unconscionability, **5:37**
  - separability doctrine, **5:23**
  - state law contractual principles
    - generally, **5:25**
    - contract formation, state law, above
      - expired contracts, **5:30**
      - frustration of purpose claims, **5:32**
      - intertwining agreements, **5:29**
      - lapsed contracts, **5:30**
      - mutual cancellation claims, **5:33**
      - subsequent modifications of arbitration agreements, **5:31**
      - superseded contracts, **5:30**
    - subsequent modifications of arbitration agreements, **5:31**
    - substantive unconscionability, **5:37**
    - superseded contracts, **5:30**
    - unequal bargaining power, **5:38**
    - well-founded claims, **5:24**
    - written agreement requirement, Federal Arbitration Act (FAA), **5:28**

**LITIGATION—Cont'd**

- Attempts to require knowing or voluntary waiver of statutory rights, **5:58**
- Attorney's fees, limits on recovery of, **5:99**
- Biased arbitration processes, claims of, **5:103**
- Biased arbitrators, **5:105**
- Breach of contract claims, **5:87**
- Breach of fiduciary duty claims, **5:85**
- Broad employment arbitration provisions, claims outside of scope of, **5:54**
- Broad v. narrow arbitration clauses, **5:53**
- Carve-outs, **5:46**
- Case or controversy, **5:8**
- Choice of law provisions, effect of, **5:92**
- Civil Rights Act of 1991, **5:63**
- Claims of biased arbitration processes, **5:103**
- Claims outside of the scope of broad employment arbitration provisions, **5:54**
- Class actions, **5:106**
- Collective actions, **5:106**
- Common law retaliatory discharge claims, **5:84**
- Compared to employment arbitration
  - generally, **2:1, 2:2**
  - cost savings, **2:7**
  - dispute resolution efficiency, **2:8**
  - process, speed of, **2:6**
  - repeat player effect, **2:4**
  - size of wins, **2:5**
  - speed of process, **2:6**
  - win rates
    - generally, **2:3**
    - repeat player effect, **2:4**
    - wins, size of, **2:5**
- Confidentiality, **5:101**
- Consideration, contract defenses
  - generally, **5:40**
  - continued employment, **5:43**
  - employer promises to consider employment applications, **5:42**

**LITIGATION—Cont'd**

- Consideration, contract defenses
  - Cont'd
    - employment applications, employer promises to consider, **5:42**
    - initial offers of employment, **5:41**
    - other forms of consideration, **5:44**
- Consolidated actions, **5:106**
- Constitutional claims, **5:57**
- Continued employment, **5:43**
- Contract defenses to employment arbitration
  - acceptance, above
  - adhesion contracts, **5:39**
  - amendment of arbitration provisions, **5:47**
  - carve-outs, **5:46**
  - consideration, above
  - contractual disclaimers, **5:47**
  - economic duress, **5:38**
  - lack of mutuality, **5:45**
  - mutuality, lack of, **5:45**
  - procedural unconscionability, **5:37**
  - substantive unconscionability, **5:37**
  - unequal bargaining power, **5:38**
- Contract formation, state law
  - generally, **5:26**
  - arbitrability, presumption of, **5:27**
- FAA (Federal Arbitration Act), written agreement requirement, **5:28**
- Federal Arbitration Act (FAA), written agreement requirement, **5:28**
- presumption of arbitrability, **5:27**
- written agreement requirement, Federal Arbitration Act (FAA), **5:28**
- Contracts of employment, exclusion of, Federal Arbitration Act (FAA), preemptive effect, **5:3**
- Contractual damages, limiting recovery of, **5:100**
- Contractual disclaimers, **5:47**
- Controversy, case or, **5:8**
- Cost savings compared to employment arbitration, **2:7**
- Costs of arbitration, **5:91**

## INDEX

### LITIGATION—Cont'd

Declaratory judgments, **5:10, 5:19**  
Defamation claims, **5:83**  
Disclosure, lack of disclosure and fraudulent concealment claims, **5:36**  
Discovery, **5:12**  
Dispute resolution efficiency compared to employment arbitration, **2:8**  
Dispute with arbitrable and non-arbitrable claims, **5:56**  
Economic duress, **5:38**  
Emotional distress, intentional infliction of, **5:82**  
Employee Polygraph Protection Act, **5:64**  
Employee Retirement Income Security Act (ERISA), **5:65**  
Employer promises to consider employment applications, **5:42**  
Employers' after-the-fact offers to waive invalid provisions, **5:16**  
Employment applications, employer promises to consider, **5:42**  
Employment arbitration programs compared to litigation, **2:1**  
Enforcement of mandatory employment arbitration provisions, **5:22**  
EPA (Equal Pay Act), **5:66**  
Equal Pay Act (EPA), **5:66**  
ERISA (Employee Retirement Income Security Act), **5:65**  
Exclusion of certain contracts of employment, Federal Arbitration Act (FAA), preemptive effect, **5:3**  
Expired contracts, **5:30**  
Express consent, **5:49**  
FAA (Federal Arbitration Act) preemptive effect, **5:2-5:4** written agreement requirement, **5:28**  
Failing to opt-out, **5:50**  
Fair Labor Standards Act (FLSA), **5:67**  
False Claims Act, **5:68**  
Family and Medical Leave Act (FMLA), **5:69**

### LITIGATION—Cont'd

Federal Arbitration Act (FAA) preemptive effect, **5:2-5:4** written agreement requirement, **5:28**  
Federal law generally, **5:59**  
ADA (Americans with Disabilities Act), **5:61**  
ADEA (Age Discrimination in Employment Act), as amended by Older Workers Benefit Protection Act (OWBPA), **5:60**  
Age Discrimination in Employment Act (ADEA), as amended by Older Workers Benefit Protection Act (OWBPA), **5:60**  
Americans with Disabilities Act (ADA), **5:61**  
Civil Rights Act of 1991, **5:63**  
Employee Polygraph Protection Act, **5:64**  
Employee Retirement Income Security Act (ERISA), **5:65**  
EPA (Equal Pay Act), **5:66**  
Equal Pay Act (EPA), **5:66**  
ERISA (Employee Retirement Income Security Act), **5:65**  
Fair Labor Standards Act (FLSA), **5:67**  
False Claims Act, **5:68**  
Family and Medical Leave Act (FMLA), **5:69**  
FLSA (Fair Labor Standards Act), **5:67**  
FMLA (Family and Medical Leave Act), **5:69**  
Older Workers Benefit Protection Act (OWBPA), amending Age Discrimination in Employment Act (ADEA), **5:60**  
OWBPA (Older Workers Benefit Protection Act), amending Age Discrimination in Employment Act (ADEA), **5:60**

**LITIGATION—Cont'd**

Federal law—Cont'd

- Racketeer Influenced and Corrupt Organization (RICO) Act, **5:71**
- retaliation claims, **5:70**
- RICO (Racketeer Influenced and Corrupt Organization) Act, **5:71**
- Sarbanes-Oxley Act, **5:72**
- Section 1981 claims, **5:62**
- Section 1983 claims, **5:62**
- Title VII, **5:73**
- Uniformed Services Employment and Reemployment Rights Act (USERRA), **5:74**
- USERRA (Uniformed Services Employment and Reemployment Rights Act), **5:74**
- Fiduciary duty, breach of, **5:85**
- FLSA (Fair Labor Standards Act), **5:67**
- FMLA (Family and Medical Leave Act), **5:69**
- Forum selection clauses, **5:93**
- Fraud
  - disclosure, lack of disclosure and fraudulent concealment claims, **5:36**
  - fraud in the factum, **5:35**
  - fraud in the inducement, **5:34**
  - fraudulent concealment claims, lack of disclosure and, **5:36**
  - lack of disclosure and fraudulent concealment claims, **5:36**
  - tort claims, **5:79**
- Frustration of purpose claims, **5:32**
- General limitations, restrictions on remedies, **5:97**
- Hearings and mini trials, **5:13**
- Implied consent, **5:51**
- Initial offers of employment, **5:41**
- Initiating litigation
  - declaratory judgment actions, **5:10**
  - motions to compel arbitration, **5:9**
  - motions to stay court proceedings, **5:9**
  - other procedures, **5:11**
- Injunctive relief, **5:17**

**LITIGATION—Cont'd**

- Intentional infliction of emotional distress claims, **5:82**
- Intentional torts, **5:81**
- Interstate commerce, Federal Arbitration Act (FAA), preemptive effect, **5:4**
- Intertwining agreements, **5:29**
- Invalid arbitration provisions
  - declaratory judgments, **5:19**
  - injunctive relief, **5:17**
  - reformation, **5:18**
  - relief, injunctive, **5:17**
  - severing invalid provisions, below
- Jurisdictional issues, **5:6, 5:7**
- Knowing waiver of statutory rights, attempts to require, **5:58**
- Lack of disclosure and fraudulent concealment claims, **5:36**
- Lack of mutuality, **5:45**
- Lapsed contracts, **5:30**
- Liber claims, **5:83**
- Limited discovery, **5:95**
- Limiting recovery to contractual or out-of-pocket damages, **5:100**
- Limits on punitive damages, **5:98**
- Limits on recovery of attorney's fees, **5:99**
- Limits on the scope of the arbitrator's authority, **5:102**
- Litigation about arbitration
  - generally, **5:88**
  - arbitrator's authority, limits on scope of, **5:102**
  - arbitrator selection process, **5:104**
  - attorney's fees, limits on recovery of, **5:99**
  - biased arbitration processes, claims of, **5:103**
  - biased arbitrators, **5:105**
  - choice of law provisions, effect of, **5:92**
  - claims of biased arbitration processes, **5:103**
  - class actions, **5:106**
  - collective actions, **5:106**
  - confidentiality, **5:101**
  - consolidated actions, **5:106**

## INDEX

### LITIGATION—Cont'd

- Litigation about arbitration—Cont'd
  - contractual damages, limiting recovery of, **5:100**
  - costs of arbitration, **5:91**
  - forum selection clauses, **5:93**
  - general limitations, restrictions on remedies, **5:97**
  - limited discovery, **5:95**
  - limiting recovery to contractual or out-of-pocket damages, **5:100**
  - limits on punitive damages, **5:98**
  - limits on recovery of attorney's fees, **5:99**
  - limits on the scope of the arbitrator's authority, **5:102**
  - out-of-pocket damages, limiting recovery of, **5:100**
  - punitive damages, limits on, **5:98**
  - recovery of attorney's fees, limits on, **5:99**
  - recovery of contractual or out-of-pocket damages, limiting, **5:100**
  - restrictions on remedies
    - generally, **5:96**
    - general limitations, **5:97**
    - scope of the arbitrator's authority, limits on, **5:102**
    - shortened limitations periods, **5:94**
    - who decides arbitrability?, **5:89**
    - who will be bound?, **5:90**
- Mandatory employment arbitration provisions, enforcement, **5:22**
- Mini trials, hearings and, **5:13**
- Motions to compel arbitration, **5:9**
- Motions to stay court proceedings, **5:9**
- Mutual cancellation claims, **5:33**
- Mutuality, lack of, **5:45**
- Narrow arbitration clauses, broad v., **5:53**
- Older Workers Benefit Protection Act (OWBPA), amending Age Discrimination in Employment Act (ADEA), **5:60**
- Opt-out, failure to, **5:50**
- Orders compelling or denying arbitration, appeals, **5:20**

### LITIGATION—Cont'd

- Out-of-pocket damages, limiting recovery of, **5:100**
- OWBPA (Older Workers Benefit Protection Act), amending Age Discrimination in Employment Act (ADEA), **5:60**
- Personal jurisdiction and venue issues, **5:7**
- Post-Arbitration Litigation** (this index)
- Presumption of arbitrability, **5:27**
- Procedural unconscionability, **5:37**
- Procedure
  - after-the-fact offers to waive invalid provisions, employers', **5:16**
  - appeals, orders compelling or denying arbitration, **5:20**
  - case or controversy, **5:8**
  - contracts of employment, exclusion of, Federal Arbitration Act (FAA), preemptive effect, **5:3**
  - controversy, case or, **5:8**
  - declaratory judgment actions, **5:10**
  - declaratory judgments, **5:19**
  - discovery, **5:12**
  - employers' after-the-fact offers to waive invalid provisions, **5:16**
  - exclusion of certain contracts of employment, Federal Arbitration Act (FAA), preemptive effect, **5:3**
- Federal Arbitration Act (FAA), preemptive effect
  - generally, **5:2**
  - contracts of employment, exclusion of, **5:3**
  - exclusion of certain contracts of employment, **5:3**
  - interstate commerce, **5:4**
- hearings and mini trials, **5:13**
- initiating litigation
  - declaratory judgment actions, **5:10**
  - motions to compel arbitration, **5:9**

**LITIGATION—Cont'd**

Procedure—Cont'd  
 initiating litigation—Cont'd  
   motions to stay court proceedings, **5:9**  
   other procedures, **5:11**  
 injunctive relief, **5:17**  
 interstate commerce, Federal Arbitration Act (FAA), preemptive effect, **5:4**  
 invalid arbitration provisions  
   declaratory judgments, **5:19**  
   injunctive relief, **5:17**  
   reformation, **5:18**  
   relief, injunctive, **5:17**  
   severing invalid provisions, below  
     jurisdictional issues, **5:6, 5:7**  
     mini trials, hearings and, **5:13**  
     motions to compel arbitration, **5:9**  
     motions to stay court proceedings, **5:9**  
     orders compelling or denying arbitration, appeals, **5:20**  
     personal jurisdiction and venue issues, **5:7**  
     reformation, **5:18**  
     relief, injunctive, **5:17**  
     severability clauses, savings and, **5:15**  
     severing invalid provisions generally, **5:14**  
       after-the-fact offers to waive invalid provisions, employers,' **5:16**  
       employers' after-the-fact offers to waive invalid provisions, **5:16**  
       severability clauses, savings and, **5:15**  
     state arbitration laws, **5:5**  
     venue issues, **5:7**  
 Process, speed of, **2:6**  
 Punitive damages, limits on, **5:98**  
 Racketeer Influenced and Corrupt Organization (RICO) Act, **5:71**  
 Recovery of attorney's fees, limits on, **5:99**

**LITIGATION—Cont'd**

Recovery of contractual or out-of-pocket damages, limiting, **5:100**  
 Reformation, **5:18**  
 Relief, injunctive, **5:17**  
 Repeat player effect, **2:4**  
 Restrictions on remedies  
   generally, **5:96**  
   general limitations, **5:97**  
 Retaliation claims, **5:70**  
 Retaliatory discharge claims, common law, **5:84**  
 RICO (Racketeer Influenced and Corrupt Organization) Act, **5:71**  
 Sarbanes-Oxley Act, **5:72**  
 Scope of arbitration clause, litigation and  
   generally, **5:52**  
   broad employment arbitration provisions, claims outside of scope of, **5:54**  
   broad v. narrow arbitration clauses, **5:53**  
   claims outside of the scope of broad employment arbitration provisions, **5:54**  
   dispute with arbitrable and non-arbitrable claims, **5:56**  
   narrow arbitration clauses, broad v., **5:53**  
   third parties, **5:55**  
 Scope of the arbitrator's authority, limits on, **5:102**  
 Section 1981 claims, **5:62**  
 Section 1983 claims, **5:62**  
 Separability doctrine, **5:23**  
 Severability clauses, savings and, **5:15**  
 Severing invalid provisions  
   generally, **5:14**  
   after-the-fact offers to waive invalid provisions, employers,' **5:16**  
   employers' after-the-fact offers to waive invalid provisions, **5:16**  
   severability clauses, savings and, **5:15**  
 Shortened limitations periods, **5:94**  
 Size of wins, **2:5**

## INDEX

### LITIGATION—Cont'd

- Slander claims, **5:83**
- Speed of process, **2:6**
- State arbitration laws, **5:5**
- State employment acts, **5:75**
- State law
  - arbitrability of employment claims
    - state employment acts, **5:75**
    - unfair competition laws, **5:76**
    - unfair trade practices acts, **5:77**
  - contractual principles
    - generally, **5:25**
    - contract formation, above
      - expired contracts, **5:30**
      - frustration of purpose claims, **5:32**
    - intertwining agreements, **5:29**
    - lapsed contracts, **5:30**
    - mutual cancellation claims, **5:33**
    - subsequent modifications of arbitration agreements, **5:31**
    - superseded contracts, **5:30**
    - state arbitration laws, **5:5**
- Subsequent modifications of arbitration agreements, **5:31**
- Substantive unconscionability, **5:37**
- Superseded contracts, **5:30**
- Third parties, **5:55**
- Title VII, **5:73**
- Tort claims
  - generally, **5:78**
  - breach of fiduciary duty claims, **5:85**
  - common law retaliatory discharge claims, **5:84**
  - defamation claims, **5:83**
  - emotional distress, intentional infliction of, **5:82**
  - fiduciary duty, breach of, **5:85**
  - fraud, **5:79**
  - intentional infliction of emotional distress claims, **5:82**
  - intentional torts, **5:81**
  - libel claims, **5:83**
  - other tort claims, **5:86**
  - retaliatory discharge claims, common law, **5:84**

### LITIGATION—Cont'd

- Tort claims—Cont'd
  - slander claims, **5:83**
  - unjust enrichment, **5:80**
- Unequal bargaining power, **5:38**
- Unfair competition laws, **5:76**
- Unfair trade practices acts, **5:77**
- Uniformed Services Employment and Reemployment Rights Act (USERRA), **5:74**
- Unjust enrichment, **5:80**
- USERRA (Uniformed Services Employment and Reemployment Rights Act), **5:74**
- Venue issues, **5:7**
- Voluntary waiver of statutory rights, attempts to require, **5:58**
- Well-founded claims, **5:24**
- Who decides arbitrability?, **5:89**
- Who will be bound?, **5:90**
- Win rates
  - generally, **2:3**
  - repeat player effect, **2:4**
- Wins, size of, **2:5**
- Written agreement requirement, Federal Arbitration Act (FAA), **5:28**

### MAKING ARBITRATION AGREEMENTS

- Attacks on. **Litigation** (this index)

### MANDATORY EMPLOYMENT ARBITRATION

- Drafting arbitration agreements, **3:5**
- Litigation, **5:22**

### MANIFEST DISREGARD FOR THE LAW

- Post-arbitration litigation, **7:18**

### MEASURING EFFECTIVENESS OF ADR AND ARBITRATION PROGRAMS

- Generally, **4:23, 4:24**
- ADR activities, measuring, **4:27**
- Auditing ADR efforts
  - generally, **4:28**
  - OFCCP (Office of Federal Contract Compliance Programs) proposed self-evaluation

**MEASURING EFFECTIVENESS  
OF ADR AND ARBITRATION  
PROGRAMS—Cont'd**

- Auditing ADR efforts—Cont'd  
guidelines, **4:29**
- Office of Federal Contract Compliance Programs (OFCCP)  
proposed self-evaluation  
guidelines, **4:29**
- Employee complaints, level of, **4:26**
- Employee focus groups, **4:30**
- Employee surveys, **4:30**
- Industry practices, **4:25**
- OFCCP (Office of Federal Contract  
Compliance Programs) proposed  
self-evaluation guidelines, **4:29**
- Office of Federal Contract Compliance  
Programs (OFCCP)  
proposed self-evaluation  
guidelines, **4:29**

**MERGER CLAUSES**

- Drafting arbitration agreements, **3:27**

**MINIMUM REQUIREMENTS**

- Drafting arbitration agreements, **3:1**

**MINI TRIALS, HEARINGS AND**

- Litigation, **5:13**

**MODIFICATION OF  
ARBITRATION AWARD**

- Post-arbitration litigation, **7:11**

**MODIFYING AWARDS**

- Post-Arbitration Litigation** (this  
index)

**MOTION PRACTICE**

- Employment disputes, **6:3**

**MOTIONS TO COMPEL  
ARBITRATION**

- Litigation, **5:9**

**MOTIONS TO STAY COURT  
PROCEEDINGS**

- Litigation, **5:9**

**MULTIPLE JURISDICTIONS**

- Drafting arbitration agreements, **3:4**

**MUTUAL CANCELLATION  
CLAIMS**

- Litigation, **5:33**

**MUTUALITY**

- Drafting arbitration agreements,  
mutuality of obligation, **3:15**
- Litigation, lack of mutuality, **5:45**

**NARROW EMPLOYMENT  
ARBITRATION PROVISIONS**

- Litigation, broad v. narrow arbitra-  
tion clauses, **5:53**

**NATIONAL ARBITRATION  
FORUM CODE OF  
PROCEDURE**

- Samples, **App. N**

**NATIONAL LABOR RELATIONS  
BOARD (NLRB)**

- Adoption of an employment arbitra-  
tion program, **2:31**

**NEGOTIATING ARBITRATION  
AGREEMENTS**

- Post-arbitration litigation, **7:26**

**NEUTRALITY OF ARBITRATION  
ORGANIZATIONS**

- Adoption of an employment arbitra-  
tion program, **2:35**

**9 U.S.C.A. § 10(A)(3)**

- Post-arbitration litigation, arbitrator  
misconduct, **7:15**

**9 U.S.C.A. § 10(A)(4)**

- Post-arbitration litigation, boundaries  
of arbitrator power, **7:16**

**9 U.S.C.A. §§ 201-208**

- Post-arbitration litigation, foreign  
awards, **7:27**

**NON-STATUTORY BASES**

- Post-arbitration litigation, **7:17-7:20**

**NON-TRADITIONAL  
EMPLOYEES**

- Drafting arbitration agreements, **3:12**

**NUMBER OF ARBITRATORS**

- Drafting arbitration agreements, **3:32**

## INDEX

### **OBJECTIONS TO ARBITRATION**

Drafting arbitration agreements, **3:13**

### **OFCCP (OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS) PROPOSED SELF-EVALUATION GUIDELINES**

Measuring effectiveness of ADR and arbitration programs, **4:29**

### **OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP) PROPOSED SELF-EVALUATION GUIDELINES**

Measuring effectiveness of ADR and arbitration programs, **4:29**

### **OLDER WORKERS BENEFIT PROTECTION ACT OF 1990 (OWBPA)**

Best practices, sources, **4:22**

Litigation, **5:60**

### **OPT-OUT PERIODS**

Best practices, **4:14**

Litigation, failure to opt-out, **5:56**

### **ORDERS COMPELLING OR DENYING ARBITRATION**

Litigation, **5:20**

### **OUT-OF-POCKET DAMAGES**

Litigation, **5:100**

### **OWBPA (OLDER WORKERS BENEFIT PROTECTION ACT OF 1990)**

Best practices, sources, **4:22**

Litigation, **5:60**

### **PARTIALITY**

Post-arbitration litigation, evident partiality in arbitrators, **7:14**

### **PENDING CLAIMS**

Drafting arbitration agreements, **3:16**

### **PERSONAL JURISDICTION AND VENUE**

Litigation, **5:7**

### **PERSON OR PERSONS BOUND**

Drafting arbitration agreements, **3:10**

Litigation, **5:90**

### **PLEADING REQUIREMENTS**

Employment disputes, **6:2**

### **POST-ARBITRATION LITIGATION**

Appeal of arbitration awards in court, limitations on, **7:1**

Appeals from order confirming, denying, or vacating awards, **7:21**

Arbitrary and capricious, non-statutory bases, **7:19**

Arbitration awards in court, limitations on appeal of, **7:1**

Arbitrator corruption, **7:14**

Arbitrator misconduct, 9 U.S.C.A. § 10(a)(3), **7:15**

Arbitrator power, boundaries of, 9 U.S.C.A. § 10(a)(4), **7:16**

Arbitrators, corruption, **7:14**

Award procured by corruption, fraud, or undue means, **7:13**

Basis for appeal, **7:5, 7:6**

Boundaries of arbitrator power, 9 U.S.C.A. § 10(a)(4), **7:16**

Capricious, arbitrary and, non-statutory bases, **7:19**

Collective bargaining agreements, **7:22-7:25**

Compelling arbitration through waivers of rights in collective bargaining agreements, **7:22**

Confirming, modifying and vacating awards

generally, **7:7**

appeals from order confirming, denying, or vacating awards, **7:21**

correction of arbitration award, **7:11**

court review, waiver of, **7:9**

modification of arbitration award, **7:11**

vacating arbitration awards

Federal Arbitration Act (FAA), under, **7:2**

**POST-ARBITRATION****LITIGATION—Cont'd**

- Confirming, modifying and vacating awards—Cont'd
  - vacating arbitration awards—Cont'd
    - grounds for under state arbitration statutes, **7:28**
    - venue for application, **7:8**
    - waiver of court review, **7:9**
- Contract law, **7:4**
- Contrary to public policy, non-statutory bases, **7:20**
- Correction of arbitration award, **7:11**
- Corruption, **7:13, 7:14**
- Court review, waiver of, **7:9**
- Denial of award, appeals from order, **7:21**
- Drafting arbitration agreements, **7:26**
- Evident partiality in arbitrators, **7:14**
- Expansion, **7:5**
- FAA (Federal Arbitration Act), vacating arbitration award under, **7:2**
- Federal Arbitration Act (FAA), vacating arbitration award under, **7:2**
- Finality of arbitrator's awards, doctrine of *functus officio*, **7:10**
- Foreign awards, 9 U.S.C.A. §§ 201-208, **7:27**
- Fraud, award procured by, **7:13**
- Functus officio*, doctrine of, finality of arbitrator's awards, **7:10**
- Grounds for vacating arbitration awards under state arbitration statutes, **7:28**
- Impact of contract of state law on post-award practice, **7:4**
- Improper appeal of arbitration award, sanctions, **7:3**
- Judicial review of award in collective bargaining agreement arbitration, **7:25**
- Limitations, **7:1, 7:6**
- Manifest disregard for the law, non-statutory bases, **7:18**
- Modifying awards. Confirming, Modifying and Vacating Awards, above

**POST-ARBITRATION****LITIGATION—Cont'd**

- Negotiating arbitration agreements, **7:26**
  - 9 U.S.C.A. § 10(a)(3), arbitrator misconduct, **7:15**
  - 9 U.S.C.A. § 10(a)(4), arbitrator power, boundaries of, **7:16**
  - 9 U.S.C.A. §§ 201-208, foreign awards, **7:27**
  - Non-statutory bases, **7:17-7:20**
  - Partiality in arbitrators, evident, **7:14**
  - Preclusive affect under collective bargaining agreements, **7:23**
  - Public policy, contrary to, non-statutory bases, **7:20**
  - Sanctions, improper appeal of arbitration award, **7:3**
  - Setting aside arbitration awards, non-statutory bases, **7:17**
  - Standards of appeal of employment decisions arbitrated under collective bargaining agreements, **7:24**
  - State arbitration statutes, grounds for vacating arbitration awards under, **7:28**
  - State law, **7:4, 7:28**
  - Trilogy, The, judicial review of award in collective bargaining agreement arbitration, **7:25**
  - Undue means, award procured by, **7:13**
  - Vacating awards. Confirming, Modifying and Vacating Awards, above
  - Venue for application, **7:8**
  - Waiver of court review, **7:9**
  - Waivers of rights, compelling arbitration through waivers of rights in collective bargaining agreements, **7:22**
  - Who decides arbitrability, **7:12**
- PRE-ARBITRATION MOTION PRACTICE**
- Adoption of an employment arbitration program, **2:18**

INDEX

- PRECLUSIVE AFFECT UNDER COLLECTIVE BARGAINING AGREEMENTS**  
Post-arbitration litigation, **7:23**
- PRE-DISPUTE AGREEMENT FOR BINDING ARBITRATION**  
Samples, **App. C**
- PRE-DISPUTE AGREEMENT FOR NON-BINDING ARBITRATION PROCEDURE**  
Samples, **App. D**
- PRESUMPTION OF ARBITRABILITY**  
Litigation, **5:27**
- PROCEDURAL RULES OF ARBITRATION ORGANIZATIONS**  
Drafting arbitration agreements, **3:30**
- PROCEDURAL UNCONSCIONABILITY**  
Litigation, **5:37**
- PROCEDURES**  
**Adoption of an Employment Arbitration Program** (this index)  
Drafting arbitration agreements, **3:29**  
Employment Arbitration Rules and Mediation Procedures Amended and Effective September 1, 2007, **App. I**  
**Litigation** (this index)
- PROCESS, SPEED OF**  
Litigation, **2:6**
- PUBLIC POLICY**  
Post-arbitration litigation, **7:20**
- PUNITIVE DAMAGES**  
Litigation, **5:98**
- RACKETEER INFLUENCED AND CORRUPT ORGANIZATION (RICO) ACT**  
Litigation, **5:71**
- RECOVERY OF ATTORNEY'S FEES**  
Litigation, **5:99**
- RECOVERY OF CONTRACTUAL OR OUT-OF-POCKET DAMAGES**  
Litigation, **5:100**
- REFORMATION**  
Litigation, **5:18**
- RELIEF**  
Available, **2:26, 3:37**  
Emergency, **3:38**  
Injunctive, **5:17**  
Interim, **3:38**
- REPEAT PLAYER EFFECT**  
Litigation, **2:4**
- RESTRICTIONS ON REMEDIES**  
Litigation, **5:96, 5:97**
- RETALIATION CLAIMS**  
Alternative dispute resolution, **1:12**  
Litigation, **5:70**
- RETALIATORY DISCHARGE CLAIMS**  
Litigation, **5:84**
- RICO (RACKETEER INFLUENCED AND CORRUPT ORGANIZATION) ACT**  
Litigation, **5:71**
- ROLE OF GOVERNMENTAL AGENCIES**  
Adoption of an employment arbitration program, **2:29**
- RULES OF ARBITRATION SPONSORING ORGANIZATIONS**  
Employment disputes, **6:1**
- SAMPLES**  
Agreement to Submit Dispute to Arbitration, **App. E**  
Arbitration Agreement Short Form, **App. A**

**SAMPLES—Cont'd**

- Commercial Arbitration Rules and Mediation Procedures (Including Procedures for Large, Complex Commercial Disputes) Amended and Effective September 1, 2007, **App. J**
- CPR Employment Dispute Arbitration Procedures, **App. H**
- CPR Model Dispute Resolution Clauses, **App. G**
- Employment Arbitration Rules and Mediation Procedures Amended and Effective September 1, 2007, **App. I**
- Employment Due Process Protocol, **App. K**
- JAMS Employment Arbitration Rules and Procedures, **App. L**
- JAMS Policy on Employment Arbitration Minimum Standards of Procedural Fairness, **App. M**
- National Arbitration Forum Code of Procedure, **App. N**
- Pre-Dispute Agreement for Binding Arbitration, **App. C**
- Pre-Dispute Agreement for Non-Binding Arbitration Procedure, **App. D**
- Sample Arbitration Language, **App. B**
- Sample Arbitration Provisions, **App. F**

**SANCTIONS**

- Post-arbitration litigation, **7:3**

**SARBANES-OXLEY ACT**

- Litigation, **5:72**

**SCOPE OF ARBITRATION  
CLAUSE**

- Litigation (this index)

**SCOPE OF AVAILABLE RELIEF**

- Adoption of an employment arbitration program, **2:26**

**SCOPE OF THE ARBITRATOR'S  
AUTHORITY, LIMITS ON**

- Litigation, **5:102**

**SCOPE OF THE PROGRAM**

- Drafting arbitration agreements, **3:7**

**SECTION 1981 CLAIMS**

- Litigation, **5:62**

**SECTION 1983 CLAIMS**

- Litigation, **5:62**

**SECURITIES INDUSTRY FORMS**

- Documentation, **4:9**

**SELECTION OF ARBITRATORS**

- Drafting arbitration agreements, **3:31**

**SEPARABILITY DOCTRINE**

- Litigation, **5:23**

**SETTING ASIDE ARBITRATION  
AWARDS**

- Post-arbitration litigation, **7:17**

**SEVERABILITY**

- Drafting arbitration agreements, **3:17**
- Litigation, **5:15**

**SEVERING INVALID  
PROVISIONS**

- Litigation (this index)

**SHORTENED LIMITATIONS  
PERIODS**

- Litigation, **5:94**

**SIMPLICITY V. COMPLETENESS**

- Drafting arbitration agreements, **3:2**

**SIZE OF WINS**

- Litigation, **2:5**

**SLANDER CLAIMS**

- Litigation, **5:83**

**SPEED OF PROCESS**

- Litigation, **2:6**

**SPLITTING THE BABY**

- Adoption of an employment arbitration program, **2:27**

**STAKEHOLDERS**

- Adoption of an employment arbitration program, **2:32**

**STANDARDS OF APPEAL**

- Post-arbitration litigation, **7:24**

## INDEX

### STATE ARBITRATION LAWS

- Litigation, **5:5**
- Post-arbitration litigation, **7:28**

### STATE EMPLOYMENT ACTS

- Litigation, **5:75**

### STATE LAW

- Contractual principles. **Litigation** (this index)
- Post-arbitration litigation, **7:4, 7:28**
- State arbitration laws, **5:5, 7:28**
- State employment acts, **5:75**
- Unfair competition laws, **5:76**
- Unfair trade practices acts, **5:77**

### SUBSEQUENT MODIFICATIONS OF ARBITRATION AGREEMENTS

- Litigation, **5:31**

### SUBSTANTIVE LAW

- Drafting arbitration agreements, **3:20**

### SUBSTANTIVE RIGHTS

- Drafting arbitration agreements, **3:22**

### SUBSTANTIVE UNCONSCIONABILITY

- Litigation, **5:37**

### SUMMARY AWARDS

- Drafting arbitration agreements, **3:34**

### SUPERSEDED CONTRACTS

- Litigation, **5:30**

### TEMPORARY EMPLOYEES

- Drafting arbitration agreements, **3:12**

### THIRD PARTIES

- Litigation, **5:55**

### THIRD-PARTY SUBPOENAS

- Employment disputes, **6:5**

### TIME LIMITATIONS

- Drafting arbitration agreements, **3:8**

### TITLE VII

- Litigation, **5:73**

### TORT CLAIMS

- Litigation** (this index)

### TRAINING

- Best practices, **4:15**

### TRILOGY, THE

- Post-arbitration litigation, judicial review of award in collective bargaining agreement arbitration, **7:25**

### UNDUE MEANS

- Post-arbitration litigation, **7:13**

### UNEQUAL BARGAINING POWER

- Litigation, **5:38**

### UNFAIR COMPETITION LAWS

- Litigation, **5:76**

### UNFAIR TRADE PRACTICES ACTS

- Litigation, **5:77**

### UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

- Litigation, **5:74**

### UNINTENDED CONSEQUENCES Alternative Dispute Resolution (this index)

### UNION AVOIDANCE

- Adoption of an employment arbitration program, **2:21**

### UNION EMPLOYEES

- Drafting arbitration agreements, **3:11**

### UNJUST ENRICHMENT

- Litigation, **5:80**

### USERRA (UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT)

- Litigation, **5:74**

### VACATING AWARDS

- Post-Arbitration Litigation** (this index)

### VENUE FOR APPLICATION

- Post-arbitration litigation, **7:8**

EMPLOYMENT ARBITRATION

**VENUE ISSUES**

Litigation, **5:7**

**VENUE SELECTION CLAUSES**

Drafting arbitration agreements, **3:9**

**VOLUNTARY EMPLOYMENT  
ARBITRATION**

Drafting arbitration agreements, **3:5**

**VOLUNTARY WAIVER OF  
STATUTORY RIGHTS**

Litigation, **5:58**

**WAIVER OF COURT REVIEW**

Post-arbitration litigation, **7:9**

**WAIVERS OF RIGHTS**

Post-arbitration litigation, **7:22**

**WEAK CLAIMS,  
ENCOURAGEMENT OF**

Adoption of an employment arbitration program, **2:28**

**WELL-FOUNDED CLAIMS**

Litigation, **5:24**

**WIN RATES**

Litigation, **2:3, 2:4**

**WINS, SIZE OF**

Litigation, **2:5**

**WRITTEN AGREEMENT  
REQUIREMENT**

Litigation, Federal Arbitration Act (FAA), **5:28**

**WRITTEN DECISIONS**

Drafting arbitration agreements, **3:34**