

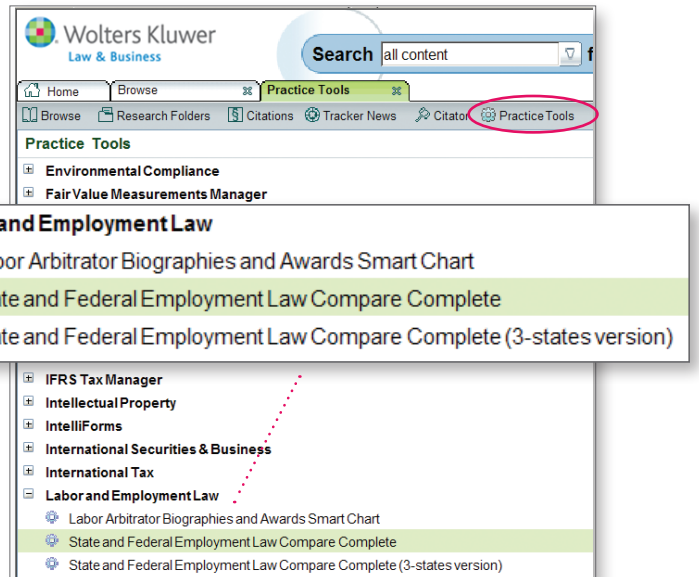


http://IntelliConnect.cch.com CCH® State and Federal Employment Law Compare (Smart Charts®)

This powerful tool allows you to quickly and easily compare laws and rules across multiple jurisdictions.

How to Get There

1. Select **Practice Tools** from the tool bar
2. Click and expand **Labor and Employment Law**
3. Click the applicable Smart Chart



Generating a Chart

Create a Chart by selecting topic(s) and then your targeted jurisdiction(s).

Select Topics (Step 1 of 3)

Expand Search Topics & Sub-Topics Reset

All | Collapse All Use Thesaurus

- Access to Personnel Files - Select All
- Age Discrimination - Select All
- Background Checks - Select All
- Breastfeeding Rights in the Workplace - Select All

1. Select **topic(s)** and click Next

Next >>

2. Select **jurisdiction(s)** and click Next

Select States (Step 2 of 3)

States - Select All

<input type="checkbox"/> Federal	<input checked="" type="checkbox"/> Illinois	<input type="checkbox"/> Montana	<input type="checkbox"/> Puerto Rico
<input checked="" type="checkbox"/> Alabama	<input type="checkbox"/> Indiana	<input checked="" type="checkbox"/> Nebraska	<input type="checkbox"/> Rhode Island
<input type="checkbox"/> Alaska	<input checked="" type="checkbox"/> Iowa	<input type="checkbox"/> Nevada	<input checked="" type="checkbox"/> South Carolina
<input checked="" type="checkbox"/> Arizona	<input type="checkbox"/> Kansas	<input type="checkbox"/> New Hampshire	<input type="checkbox"/> South Dakota

Next >>

Two Viewing Options Available

Chart View >

- Jurisdictions are listed in the left column
- Can be printed, emailed (HTML, Word or Excel), or exported (Word or Excel)

Your Results (Step 3 of 3)

Display As: **Chart View** Highlight Updates: Within 120 Days or pick a date:

[Highlight Changes](#)

Age Discrimination >

Applicable Laws and Regulations

State	Applicable Laws and Regulations	Links to CCH State Law Summary	Links to Full Text
Alabama	Age discrimination prohibitions applicable to private and public employers (with 20 or more employees) are covered in the Alabama Code at Title 25, Chapter 1, Article 3, Sections 25-1-20 through 25-1-29.	AL-Age Discrimination	For full-text laws, regulations, and executive orders, see applicable links in other subtopics.
Arizona	Age discrimination prohibitions applicable to private and public employers (with 15 or more employees) are covered in the state's civil rights law in the Arizona Revised Statutes Annotated at Title 41, Chapter 9, Sections 41-1401 to 41-1484. Rules of practice and procedure before the state's Civil Rights Division are covered in the Arizona Administrative Code at Title 10, Chapter 3, Article 1, Sections R10-3-100 through R10-3-109 and Article 2, Sections R10-3-200 through R10-3-209. Nondiscrimination in employment by state contractors and subcontractors is covered in Executive Order 2009-09, that superseded Executive Order 99-4, signed Oct. 20, 2009, effective immediately.	AZ-Fair Employment Practices	For full-text laws, regulations, and executive orders, see applicable links in other subtopics.

Updates may be highlighted up to the last 120 days

Your Results (Step 3 of 3)

Display As: **Matrix View** Highlight Updates: Within 120 Days or pick a date:

[Highlight Changes](#)

	Alabama	Arizona	Illinois
Age Discrimination > Applicable Laws and Regulations	Age discrimination prohibitions applicable to private and public employers (with 20 or more employees) are covered in the	Age discrimination prohibitions applicable to private and public employers (with 15 or more employees) are covered in the state's	Private and public employers (with 15 or more employees, including the state and its political subdivisions) Illinois

< Matrix View

- Jurisdictions are listed in separate columns
- Can be emailed (HTML or Excel) or exported (Excel)

If you link to a primary source document, the chart remains open in a separate window, making it easy to toggle back and forth.

State	Protected Age Group	Links to CCH State Law Summary	Links to Full Text
Alabama	Private and public employers: 40 years of age and older (Ala Code, Sec. 25-1-21).	AL-Age Discrimination	Ala Code, Sec. 25-1-21
Arizona	Private and public employers: At least 40 years of age (Ariz RevStatAnn, Sec. 41-1465).	AZ-Fair Employment Practices	Ariz RevStatAnn, Sec. 41-1465

Links to Editorial and Primary Sources

Keeping Smart Charts



Record-keeping options include saving, printing, emailing and exporting.

- **Open My Charts** retrieves saved charts in table format
- **Save Chart** saves the chart within the Smart Chart Platform
- **Printer Friendly** provides a clean printer version of tables in Chart View
- **Email Chart** allows you to email your chart in HTML, Excel or Word format
- **Export** provides options to export your chart to Excel or Word