Legal Issues Abound in World of Telecommuting
Including: Workers’ Compensation, Tax Issues,
And Compliance with ADA and OSHA Regulations

Prepared by Ken Winter, September 2007

KEY SEARCH TERMS:

Telecommuting
Telecommute
Telecommuters
Home Office Workers
Laws

Research Synthesis Bibliography No. 12

Research Synthesis Bibliographies (RSBs) are distillations of relevant transportation research on current topics of interest to researchers, engineers, and policy/decision makers. Sources cited are available for loan (or available through Interlibrary Loan) to VDOT employees through the VDOT Research Library.
While Telecommuting Gains Momentum, It Remains Fraught with Practical and Legal Considerations: Caution is Advised in Assessing Benefits and Liabilities

Telecommuting is defined as using telecommunications technology to allow employees to work from remote locations (including the field, while traveling, or most typically from their homes) instead of commuting to a conventional workplace at a conventional time. By definition, telecommuting decentralizes, defying conventional notions of how work, workers and the “workplace” are structured.

Technological advancements in the form of better network connectivity, faster handheld devices, and improved and less expensive portable computing are creating more opportunity for many workers to work outside the office. In addition, state and federal governments are beginning to emulate private industry by revising and updating their policies to add telecommuting as a means of attracting and retaining skilled white-collar workers, and to remain flexible and competitive in today’s tight labor market.

Proponents argue that telecommuting can improve productivity, while helping employees balance life demands. Opponents argue that there are many pitfalls in telecommuting, including isolation, lessened productivity, and reduced teamwork, synergy and camaraderie. A literature search reveals that telecommuting cases are gaining momentum in the workplace and in the courtroom. Both employers and the courts are reconciling this new paradigm with employment laws that predate modern technology.

The most common legal liability seems to stem from workers’ compensation concerns and the fact that it is often unclear precisely when telecommuters are working, when are they preparing to work, and when they have temporarily stopped working. In addition, there have been some cases where employees requested telework arrangements as a “reasonable accommodation” under the Americans with Disabilities Act.

In 2000 a trial balloon on regulating home offices caused an uproar in the popular press and OSHA issued a formal directive to soothe concerns about possible intrusions into workers’ homes, stating that it will not inspect home offices for violations of federal safety and health rules, and it does not expect employers to do so either. Still, many employers remain wary of telecommuting.

These are just a few of the issues that have sprung up around telecommuting. The following literature search presents a wide variety of articles covering the topic from many different angles. Many emphasize the need for (and some give examples of) telecommuting agreements and an understanding of how teleworkers will be managed. Some also clarify alternative work arrangements that take advantage of telecommuting technology and opportunities as alternatives to full-time telecommuting. Those options include but are not limited to: job sharing, flex time, partial telecommuting, working as an independent contractor, and working as a leased or contract employee.

--- Ken Winter, MLIS
Databases Searched for this RSB
InfoTrac
J-STOR
LegalTrac
Legal Periodicals Full Text
TRIS Online
TRANSPORT
WorldCat

OVERVIEW
Research Synthesis Bibliographies (RSBs) are selected lists of resources on current topics of interest to VDOT employees or divisions. When available, links to online documents are provided. In some cases the library has printed copies of these documents and that is indicated.

RSBs are “selective listings,” organized and distilled from the larger universe of materials to save the researcher’s time. Selection criteria used by library staff include authority, relevance, and timeliness.

GETTING RESOURCES LISTED HERE
Full text copies of all resources listed in this document are available in the VDOT Research Library’s collections, via online links, or through Interlibrary loan. In many cases, the VDOT Research Library owns both virtual and hard copies of documents, as well as formats such as CD-ROM.

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Patricia.Desalvo@vdot.virginia.gov
434-293-1965
INITIAL READING
The following books, reports and articles provide a good overview of the issues involved with telecommuting contracts and practice, including some information published by federal, state, or local government agencies. There are a few reports affiliated with Departments of Transportation. Many of these reports and articles focus on legal aspects of telecommuting and several offer practical guidance on key points to consider when creating a telecommuting program or in creating employee telecommuting agreements.

City Of Seattle Employee Telecommuting Policy Project
PUB. DATE: 1990s
ABSTRACT: unavailable
DATABASE: WorldCat
ACCESS: Available through Interlibrary Loan.

The Costs And Benefits of Telecommuting : A Review And Evaluation Of Micro-Scale Studies and Promotional Literature
PUB. DATE: 2000
SOURCE: Kevan R. Shafizadeh, Partners for Advanced Transit and Highways (Calif.), California, et al. , v; ill. ; 28 cm.; Note(s): "Performed ... in cooperation with the State of California Business, Transportation, and Housing Agency, Department of Transportation; and the United States Department of Transportation, Federal Highway Administration."/ "August 2000."/ Includes bibliographical references (p. 46-49)./ Also available on the Internet. Adobe Acrobat Reader required.; Responsibility: Kevan R. Shafizadeh ... [et al.] (University of California, Davis).; Date of Entry: 20001004; Update: 20070111.
ABSTRACT: In this report, four small-scale telecommuting pilot project studies that take into account costs and benefits are reviewed for their methodology and assumptions. The report identifies common inputs, critical assumptions, and limitations of the studies. In addition, the major findings of each study are presented and compared to claims found in promotional literature. It is found that few pilot evaluations contained cost-benefit results.
DATABASE: WorldCat

PUB. DATE: 1991
SOURCE: Mary E. Brauer, Minnesota and Dept. of Transportation. , 79 p. ; 28 cm.; Note(s): Includes bibliographical references (p. 64).; Responsibility: sponsoring organizations, Minnesota Department of Transportation ... [et al.] ; edited by Mary Brauer.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary Loan
The Expanding Workplace: Telecommuting and Legal Liability Under OSHA, ADA, and Workers' Compensation

PUB. DATE: 1999
ABSTRACT: The trend toward telecommuting work arrangements poses challenges to established employment law doctrines. Although precise estimates of the number of telecommuters is difficult to establish, it is frequently reported that there were 11.1 million telecommuters in the U.S. in 1997, compared with 8.5 million in 1995. Moreover, telecommuting, and other flexible work place arrangements, will become increasingly common in the coming years. As a result, concerns and difficult questions with regard to employment law will also become more prevalent, and legislative guidelines or administrative rules will be needed in order to assist the decision-making bodies that are called on to adjudicate in such cases.
ABSTRACT: Unavailable.
DATABASE: Legal Periodicals Full Text
ACCESS: Available through Interlibrary loan

Final Evaluation Report On Year One of The Hawaii Telework Center Demonstration Project

PUB. DATE: 1991
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

Final Report On Telecommunication Shared Resources Legal And Institutional Issues

PUB. DATE: 1997
SOURCE: United States and Dept. of Transportation. , Named Corp: United States. Dept. of Transportation -- Management.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

Homework

PUB. DATE: 2000
ABSTRACT: The Labor Department has been reluctant to recognize that many of its policies and interpretations are out of step with a changing workplace. On November 15, 1999, the Occupational Safety & Health Administration (OSHA) of the Department of Labor responded to a two-year-old query from CSC Credit Services in Houston asking what its obligations would be if it permitted some of its sales executives to work at home. Although the Safety and Health Act applies to "workplaces" without defining them, OSHA's letter disregards any duty the agency might have to provide a rational definition of the Act's language and assumes that the Act must apply. Although ordering the letter withdrawn in the wake of protest from Congress, business groups, and others, neither the Secretary of Labor nor the Assistant Secretary for OSHA exhibited any appreciation for the silliness of
their policy, and, instead, both reasserted that home work sites are subject to government regulation, irrespective of the nature of the activity involved. Jobs today are more flexible and adaptable to the U.S. worker, and telecommuting has offered employees new freedom, but instead of welcoming these trends, the Department is extending its authority to oppose them.

**House Will Scrutinize DOL Letters; OSHA Advisory On Telecommuter Safety Prompts a Hearing**

PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

**Implementing Telecommuting**

PUB. DATE: 1994
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available at the VDOT Research Library, Call Number: HD 2336 .U5 J64 1994

**International Workshop on Planning Regional Telecommuting Programs Workshop Proceedings**

PUB. DATE: 1997
SOURCE: Katherine F. Turnbull, United States, Dept. of Transportation, et al., ix; ; 28 cm.; Note(s): Workshop held Nov. 3-5, 1997 at the Arnold and Mable Beckman Center, Irvine, Calif./ "May 1997."/ Funding: "Presented by U.S. Department of Transportation and the Travel Demand Management Committee, Telecommunications and Travel Behavior Committee, Transportation Research Board, National Research Council."
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

**The Law of Telecommuting**

PUB. DATE: 2001
SOURCE: Nicole Belson Goluboff and American Law Institute-American Bar Association Committee on Continuing Professional Education, xxvii; ; 24 cm.; Note(s): Includes bibliographical references and index.; Responsibility: Nicole Belson Goluboff.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

**Long Arm: Does OSHA's Reach Extend To Employees Working At Home on Company-Provided Computers?**

PUB. DATE: 2000
A Look At What Some States Are Doing. Florida’s Telecommuting Pilot Program
ABSTRACT: A 2-year state employee telecommuting pilot program was enacted by a law in Florida in 1991. The Florida Department of Transportation was afforded the opportunity to participate in the program. The law defines telecommuting as a work arrangement whereby selected state employees are allowed to perform the normal duties and responsibilities of their positions, through the use of computers or telecommunications, at home or another place of work. This article briefly describes how designated employees routinely work at home two to four days a week, and report to the central office to attend meetings, collect assignments and other materials. Experience across the country shows energy savings, pollution reduction and higher job satisfaction.
DATABASE: TRIS Online
ACCESS: Available at the VDOT Research Library.

Minnesota Department of Transportation 1998 Employee Telecommuting Survey Results: A Report Generated By Minnesota Department of Transportation’s Sustainable Transportation Initiatives Group, Office of Advanced Transportation Systems
PUB. DATE: 1999
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available at the VDOT Research Library.

NOTE: Telecommuting and the Americans With Disabilities Act: Is Working at Home a Reasonable Accommodation?
PUB. DATE: 1997
ABSTRACT: Unavailable.
DATABASE: LexisNexis Academic Universe
ACCESS: Available through Interlibrary loan.

PUB. DATE: 1999
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan
Old Law Vs. The New Economy: How New Deal-Era Regulations Stifle Flexible Work Arrangements
PUB. DATE: 2002
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Orientation To Telecommuting: Trainers' Guide and Participant Workbooks
PUB. DATE: 1994
SOURCE: United States, Dept. of Transportation, United States, et al., ill.; 28 cm.;
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

OSHA Instruction: Subject: Home Based Worksites
ABSTRACT: This instruction provides guidance to OSHA's compliance personnel about inspection policies and procedures concerning worksites in an employee's home. This instruction supersedes all previous statements and guidance on the subject.
ACCESS:

OSHA Still Eyes Rules On Home Offices; Study Is Requested On Bosses' Duty To Make Telecommuting Safe
PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Report Of The Virginia Employment Commission on The Potential Benefits of Telecommuting To The Governor and The General Assembly Of Virginia
PUB. DATE: 1994
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available though the VDOT Research Library, Call Number: J 87 .V9 1991c no.13

Report to The Minnesota Legislature on Telecommuting In The Twin Cities Metropolitan Area
PUB. DATE: 1994
SOURCE: Minnesota and Dept. of Transportation., 1 v. (various pagings): ill.; 28 cm.;
Note(s): Title from cover./ "April 20, 1994."/ Includes bibliographical references.; Responsibility: by the Minnesota Department of Transportation.
ABSTRACT: Unavailable.
Sample Telecommuter’s Agreement
PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Sample Telecommuting Policy
PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

State Tax Implications of Employing Telecommuters
PUB. DATE: 2005
ABSTRACT: As the trend to hire telecommuters becomes increasingly prominent and telecommuting options continue to grow, in-house tax directors and business advisers must ask more detailed questions about the kinds of activities that management and employees conduct in the various states. From a state tax perspective, the key consequences include personal income-tax withholding obligations; sales and use tax collection and remittance obligations; corporate franchise and income-tax obligations; and other miscellaneous tax and filing obligations, including local taxes and unemployment insurance filing obligations.
DATABASE: Legal Periodicals Full Text
ACCESS: Available through Interlibrary loan

Statewide Operating Instructions for Employee Telecommuting
PUB. DATE: 1999
SOURCE: California, Dept. of Transportation and Building Operations Center. , 1 v. ; 28 cm.; Named Corp: California. Dept. of Transportation -- Officials and employees -- Telecommuting.; Note(s): "September 1999."; Responsibility: prepared by State of California, Department of Transportation, Building Operations Center.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

The Status Of Telework In the Federal Government
PUB. DATE: 2005
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: http://www.telework.gov/documents/tw%5Frpt05/

**Telecommuter Law: A New Frontier In Legal Liability**
PUB. DATE: 2001
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

**Telecommuting : How Much? How Soon?**
PUB. DATE: 1994
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available at the VDOT Research Library, Call Numbers: TE 228.3 .I947 1994 v.1 and TE 228.3 .I947 1994 v.2

**Telecommuting : Moving The Work To The Workers : A Handbook To Help You Set Up A Program At Your Company**
PUB. DATE: 1991
ABSTRACT: Unavailable.
DATABASE: WorldCat
BACCESS: Available at the VDOT Research Library, Call Numbers: HD 2333 .T45 1991

**Telecommuting Feasibility Analysis Report**
PUB. DATE: 1995
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

**The Telecommuting Phenomenon: Overview And Evaluation**
PUB. DATE: 1985
SOURCE: Southern California Association of Governments, Transportation Planning Dept
and Special Studies Section. chart; 28 cm.; Note(s): Performed by Southern California Association of Governments, Transportation Planning Department, Special Studies Section/"March 1985." Includes bibliographical references (p. 38-42).
ABSTRACT: This report describes the different kinds of telecommuting; provides a number of existing examples; discusses potential advantages and disadvantages and other issues related to telecommuting; examines estimates of the extent and impacts of telecommuting; and offers some suggestions for action on the part of local governments.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

**Telecommuting Pilot Project for The Southern California Association of Governments**
PUB. DATE: 1986
SOURCE: Los Angeles, California, Central City Association, Telecommunications Task Force, Telecommuting Subcommittee, 26 pages.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through the VDOT Research Library, Call Number: HD 2336 .U5 T45 1986

**Telecommuting Programs In Texas : Case Studies**
PUB. DATE: 1996
ABSTRACT: This study examines telecommuting programs at six agencies and businesses within Texas. The characteristics of the programs are summarized and the experiences with telecommuting are presented. Available reports, interviews with management personnel and telecommuters, and surveys of telecommuters are used to assess the telecommuting programs at the eight case study sites. Additional information is also summarized on other activities at the state and national levels. The study summarizes the sketch planning tools for assessing the potential for telecommuting in major Texas cities and for analyzing the impacts on the transportation system developed in an early phase of the project. Key elements of successful telecommuting programs are identified and policies the state and other groups can use to support telecommuting are outlined. Recommendations for implementing the results of the research are also identified.
DATABASE: WorldCat
ACCESS: Available through the VDOT Research Library, Call Number: HD 2336.35 .T4 T45 1996

**Telecommuting: A Checklist for Program Implementation**
PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

**Telecommuting: The New Workplace Of The '90s**
PUB. DATE: 1996
ABSTRACT: Telecommuting should not be implemented by employers without a careful consideration of the legal risks involved. Apart from discrimination concerns--especially under the Americans with Disabilities Act--there are clearly potential risks of workers' compensation and Fair Labor Standards Act claims. Therefore, employers should develop both procedural guidelines and agreements with employees that clearly set forth the parameters of any telecommuting arrangement. Privacy implications and Family and Medical Leave Act considerations are discussed.

DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

**Telework in Montana State Government: Limited Scope Performance Audit**
PUB. DATE: 2003
SOURCE: Jim Wingard Nelson Mike and Montana. Legislature. Legislative Audit Division. , 1 v. (pagination varies) ; 28 cm.; Note(s): "Report to the Legislature."/ "03P-01."; Responsibility: Legislative Audit Division, State of Montana.
ABSTRACT: Unavailable.
DATABASE: WorldCat

**Work A Little Magic : How To Start Your Own Telecommuting Program**
PUB. DATE: 1993
SOURCE: Virginia, Governor's Telework/Telecommuting Advisory Task Force, 83 pages.
ABSTRACT: Not available.
DATABASE: WorldCat
ACCESS: Available through the VDOT Research Library, Call Number: HD 2336 .U6 V819 1993

**Work Structures Of The 21st Century: Implications For The Employment Law Practitioner**
PUB. DATE: 2001
ABSTRACT: Legal and policy issues related to evolving work structures that differ from traditional US employer/employee relationships are discussed. Alternative work arrangements covered include job sharing, flex time, telecommuting, independent contractor arrangements, and leased or contracted relationships.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan

**Working At Home At Your Own Risk: Employer Liability For Teleworkers Under The Occupational Safety And Health Act Of 1970**
PUB. DATE: 2002
ABSTRACT: Unavailable.
DATABASE: Legal Periodicals Full Text
ACCESS: Available through Interlibrary Loan
SECONDARY READING
There are many aspects of telecommuting that bear consideration by both employer and employee. These secondary readings discuss many important details at length, including but not limited to: managing telework employees, specific case studies or liability issues, issues related to technology, insurance, and ADA and OSHA compliance. Because these reports and articles are either very specific in focus or seem of secondary importance, they are grouped together.

PUB. DATE: 1999
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan.

Beyond The Border; Seattle Civil Rights Lawyer Plans To Telecommute From Central American Country.(Pat Stiley)
PUB. DATE: 1999
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan.

Cardozo Tax Professor Assessed Twice For Working Out Of State.(New York And Connecticut Tax Laws)
PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan.

Changes In 'Homework' May Make Current Regulatory Debate Moot. (Home Labor)
PUB. DATE: 1986
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan.

Comment: Telecommuting: A Reasonable Accommodation Under The Americans With Disabilities Act As Technology Advances
PUB. DATE: 2006
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan.
**Corporate Counsel's Primer On Telecommuting**

PUB. DATE: 2003  
SOURCE: Janet G. Payton and Business Laws. , 40 p. ; 28 cm.; Note(s): Author from page 1./ Cover title./ Includes bibliographical references (p. 35).; Other Titles: Telecommuting; Responsibility: [Janet G. Payton].; Entry: 20050224; Update: 20060811.  
DATABASE: WorldCat  
ACCESS: Available through Interlibrary Loan

**Court First To Rule On Telecommuting: Unemployment Benefits Available In State Where Employee Is Physically Present**

PUB. DATE: 2003  
ABSTRACT: Unavailable.  
DATABASE: InfoTrac  
ACCESS: Available through Interlibrary loan

**Do You Know Where Your Employees Are? And Do You Know What They Are Doing? The Virtual Work Environment Has Created A Legal Obstacle Course**

PUB. DATE: 2001  
ABSTRACT: Unavailable.  
DATABASE: LegalTrac  
ACCESS: Available through Interlibrary loan

**Does OSHA's Reach Extend To Employees Working At Home On Company-Provided Computers?(Long Arm)**

PUB. DATE: 2000  
ABSTRACT: Unavailable.  
DATABASE: LegalTrac  
ACCESS: Available through Interlibrary loan

**Electronic Communications And The Law: Help Or Hindrance To Telecommuting?**

PUB. DATE: 1998  
ABSTRACT: Unavailable.  
DATABASE: LegalTrac  
ACCESS: Available through Interlibrary loan

**The Enforceability Gap of Covenants Not To Compete In Telecommuting Employment Relationships**

PUB. DATE: 1996  
ABSTRACT: Unavailable.  
DATABASE: LegalTrac  
ACCESS: Available through Interlibrary loan
Equality In The Virtual Workplace
PUB. DATE: 2003
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

From A Distance: Legal Telecommuters Find A Place At Home; How Do You Manage Them?
PUB. DATE: 1999
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

From Workplace To Work Space; The Increase In Telecommuting Is Raising A Host Of Legal And Management Issues.(Labor & Employment)
PUB. DATE: 1996
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

The Home Office And The Tax Home: Where Are They In The Virtual World Of The Wi-Fi Society?
PUB. DATE: 2006
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Home Work Problems; Employers Must Address Liabilities Of Telecommuting
PUB. DATE: 2000
ABSTRACT: The increase in telecommuting, the need for employer awareness of the legal liabilities of this arrangement, and the liability insurance products available to employers with telecommuting programs are discussed. Employers should have a written policy on telecommuting and make sure existing insurance polices cover telecommuters.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Home Work; Telecommuting Is A Rapidly Growing, But Legally Troublesome Trend
PUB. DATE: 1999
ABSTRACT: Unavailable.
**Home-Based Workers: Data From The 1990 Census Of Population**
PUB. DATE: 1996
ABSTRACT: While the Current Population Survey of 1991 revealed that 33% of US workers do some of their work at home, only 14.5% of those worked more than 35+ hours at home. Analysis of the Public Use Microdata Sample of 1991 shows that home-based workers are predominantly (63%) self-employed versus only 5.5% of on-site workers. Home-based workers are mostly female, they work nonstandard hours, and are more likely to live in rural areas. This suggests that work flexibility is the most important aspect of home working for home workers.

**How To Manage The Work Space (Workplace Injuries)**
PUB. DATE: 1996
ABSTRACT: Unavailable.

**Huckaby v. New York State Division of Tax Appeals: In Upholding the Current Tax Treatment of Telecommuters, the Court of Appeals Demonstrates the Need for Legislative Action**
PUB. DATE: 2006
ABSTRACT: Unavailable.

**Information At The Speed Of Life : Deciphering The Law Of Nevada Telecommunication**
PUB. DATE: 2002
SOURCE: Marshall, Kathleen M. McMillan, Kristin B. Pongracz, Ann C. and National Business Institute. , 2 v. (471) p. ; 28 cm.; Note(s): "08T2908."/ "This manual was prepared to accompany the faculty's presentation"--[i].; Other Titles: Deciphering the law of Nevada telecommunication.
ABSTRACT: Unavailable.

**Insuring The Workplace In The Age Of Telecommuting (Legal Technology)**
PUB. DATE: 1997
Is The DOL Regulating Through The Back Door?: The Significance Of Its Interpretative Letters

PUB. DATE: 2000
ABSTRACT: Recent interpretative letters issued by the U.S. Department of Labor regarding telecommuting and stock options have set off a firestorm of opposition from the business community, the public, and legislators. These controversies have called into question the relevance of such guidance, its applicability beyond the party who sought the letter, and the impact on employers generally. To some extent, this depends upon the amount of deference courts will grant such agency interpretations. Deference principles have been part of our jurisprudence for most of our country's history. These principles, at first glance, seem relatively straightforward. For example, when a statute is ambiguous, a reviewing court is to accept the governing administrative agency's interpretation and its relevant regulations. However, in practice, this apparent clarity of deference principles is deceiving, not only to practitioners but also to the federal courts. In particular, there is confusion with regard to what deference is owed interpretative rules, such as interpretative letters and advisory memorandum issued by a governing agency. The federal courts have impeded clarity on this issue by applying a variety of deference standards to these interpretative rules. In addition, since not all agency interpretations wind up being reviewed by a court, this article explains the practical significance of interpretative rules--no matter what level of deference the courts determine to apply.

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Keeping In Touch ... Or Not

PUB. DATE: 2002
ABSTRACT: Unavailable.

The Law of Telecommuting

PUB. DATE: 2002
ABSTRACT: Unavailable.

Legal And Employment Issues Related To Telecommuting

PUB. DATE: 2000
ABSTRACT: Unavailable.
The Legal Side Of Telecommuting
PUB. DATE: 2000
SOURCE: Kim M. Hastings. For the Defense, Vol. 42, No. 12, p. 34.
ABSTRACT: Unavailable.
DATABASE: Infotrac
ACCESS: Available through Interlibrary loan

Limit Employer Liability (From The Bakersfield California)(Editorial)
PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

N.J. Firms Offer 'Telepractice' as Hiring Incentive
PUB. DATE: 2001
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

The Need For Workers' Compensation In The Age Of Telecommuters
PUB. DATE: 2001
ABSTRACT: Unavailable.
DATABASE: Legal Periodicals Full Text
ACCESS: Available through Interlibrary loan

New Wage-And-Hour Issues, Safety Issues And Workplace Violence Considerations Are Raised By Telecommuting Employees Of Your Firm
PUB. DATE: 1998
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

New York May Tax Nashville Programmer Who Spends Only A Quarter Of Time In State
PUB. DATE: 2002
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan
**New York’s "Convenience-Of-The-Employer" Rule: From Defending The Fisc To Punishing Telecommuters: Ken Smith And Matt Cristy Suggest How To Preserve New York’s Convenience-Of-The-Employer Rule, While Still Encouraging Telecommuting**

PUB. DATE: 2006
ABSTRACT: Unavailable.
DATABASE: InfoTrac
ACCESS: Available through Interlibrary loan

**NOTE: Electronic Communications and the Law: Help or Hindrance to Telecommuting?**

PUB. DATE: 1998
ABSTRACT: Unavailable.
DATABASE: LexisNexis
ACCESS: Available through Interlibrary loan

**On The Increasing Presence of Remote Employees: An Analysis of The Internet's Impact On Employment Law As It Relates To Teleworkers**

PUB. DATE: 2001
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

**Opportunities In Using The Office-In-Home Deduction Of Code Sec. 280A (Tax Deductions For Home Offices, Telecommuting)**

PUB. DATE: 2002
ABSTRACT: Tax Code rules applicable to home office and telecommuting tax deductions are outlined. Topics include the five business uses of a home, allocation of expenses to the business portion of a home, transportation expenses associated with a residence used in trade or business, and reporting requirements.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

**Out of Sight, Out Of Mind, Into Court**

PUB. DATE: 2007
ABSTRACT: Unavailable.
DATABASE: InfoTrac
ACCESS: Available through Interlibrary loan

**Potholes For Teleworkers: Transportation Deduction Rules Present A Hazard For Flexible Work Arrangements**

PUB. DATE: 2004
**Puget Sound Telecommuting Demonstration: Executive Summary**

**Pub. Date:** 1992  
**Source:** Maureen Quaid and Brian Lagerberg, 46 pages.  
**Abstract:** Unavailable.  
**Database:** WorldCat  
**Access:** Available through the VDOT Research Library, Call Number: HD 2336 .P83 Q826 1992

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**The Prospects For Telecommuting**

**Pub. Date:** 1985  
**Source:** Herbert S. Dordick.  
**Database:** Legal Periodicals Full Text  
**Access:** Available through Interlibrary loan

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**Regulatory Rigamarole (From The Orange County Register)(Editorial)**

**Pub. Date:** 2000  
**Source:** Anonymous.  
**Abstract:** Unavailable.  
**Database:** LegalTrac  
**Access:** Available through Interlibrary loan

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**Review Of The State Employee Telecommuting Program : A Mandated Legislative Review Of Section 110.171, Florida Statutes**

**Pub. Date:** 1997  
**Source:** Florida. Legislature. Joint Committee on Information Technology Resources.  
**Note(s):** "December 1997."/ Includes bibliographical references (p. 20-21); Responsibility: the Florida Legislature, Joint Legislative Information Technology Resource Committee.  
**Abstract:** Unavailable.  
**Database:** WorldCat  
**Access:** Available through Interlibrary loan

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**Setting New Duties And Standards Of Care For Internet Telecommuters**

**Pub. Date:** 1999  
**Source:** Mark Maier.  
**Note(s):** Computer-produced typeface./ Includes bibliographical references (leaves 27-30)./ Reproduction: Microfiche./ [Buffalo, N.Y.]:/ Hein,/ [1996].  
**Abstract:** Unavailable.  
**Database:** LegalTrac  
**Access:** Available through Interlibrary loan

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**Signal Is Fuzzy In Telecommuter's Unemployment Case (New York)**

**Pub. Date:** 2003  
**Source:** Eric Tischler.  
**Abstract:** Unavailable.
**Sourcing Service Receipts**

**PUB. DATE:** 2007  
**SOURCE:** Scott Salmon and Deborah Rood. The Tax Advisor, Vol. 38, No. 6, p. 347.  
**ABSTRACT:** The advent of telecommuting and the rise of electronic commerce have made the task of "sourcing" a taxpayer's receipts in individual states much more challenging. Indeed, tax advisers have found it particularly difficult to source the receipts of such service providers as systems consultants, architects, outsourcing agencies, and trainers. The methods used by certain states to source service income are discussed.

**State Bill Encourages 'Telecommuting.' (California)**

**PUB. DATE:** 1989  
**SOURCE:** William Vogeler. Los Angeles Daily Journal, 07/14, Section 102, p. 7.  
**ABSTRACT:** Unavailable.

**Tax Based On Income From Sources Within New York**

**PUB. DATE:** 2005  
**ABSTRACT:** Details are provided of a case, Huckaby v. N.Y.S. Division of Tax Appeals, in which the New York Court of Appeals upheld New York's authority to tax all the compensation of a telecommuter who during 1994 and 1995 spent approximately 25 percent of his workdays at the offices of his Jamaica, New York, employer and approximately 75 percent at his home office in Tennessee.

**Tax Problems Visit At-Home Employees. (Non-Resident Employees Working At Home May Have To Pay Extra Taxes) (New York)**

**PUB. DATE:** 2001  
**ABSTRACT:** Unavailable.

**Technology And Telecommuting: Is Home Just Another Extension?**

**PUB. DATE:** 1997  
**ABSTRACT:** Modern technology makes telecommuting easy but brings with it the problem of being too accessible. It is too easy to have excessive work hours when never out of reach. Even hard-working telecommuters do not have the immediate visibility that law firm employees who are seen in the office late at night or on weekends have, however. One expert recommends that telecommuters make their relationships with their offices project-specific rather than time-specific.
**Technology In The Workplace : Executive's Guide To Managing The New E-Workforce**

**PUB. DATE:** 2000  
**SOURCE:** Alexander Hamilton Institute (U.S.)., v; 28 cm.; Other Titles: Executive's guide to managing the new e-workforce; Entry: 20000911; Update: 20070306.  

**Telecommuter Must Pay N.Y. State Tax**

**PUB. DATE:** 2005  
**SOURCE:** John Caher. The National Law Journal, 04/04...  
**ABSTRACT:** Unavailable.

**'Telecommuters' and Deductible Local Transportation Expenses**

**PUB. DATE:** 2001  
**SOURCE:** Steven C. Dilley and Janet Trewin. Tax Notes, Vol. 91, No. 4, p. 630.  
**ABSTRACT:** Issues related to tax deductions for transportation expenses for telecommuters are examined, focusing on key considerations for telecommuters and important sections of the Internal Revenue Code and IRS Revenue Rulings. Topics include IRC section 162(a) rules for deductions for necessary business expenses and section 262 prohibitions against deductions for personal living expenses; and the importance of defining principal place of business and whether assignments last for more than a year.

**Telecommuters and Their Virtual Existence In The Unemployment World. (Case Note)**

**PUB. DATE:** 2004  
**ABSTRACT:** Discusses telecommuting with regard to the Family Medical Leave Act of 1993, as well as employee benefits and unemployment insurance.

**Telecommuting and Employment Law. (Minnesota)**

**PUB. DATE:** 1995  
**SOURCE:** Charles F. Knapp and James M. Samples. The Hennepin Lawyer, Vol. 64, p. 18.  
**ABSTRACT:** Unavailable.
**Telecommuting and Labour Law**

PUB. DATE: 1993

SOURCE: Darlene Iris MacDonald. vi, 58 leaves; 28 cm.; Dissertation: Thesis (M.S.)--University of Colorado, 1993.; Note(s): Includes bibliographical references (leaves [54]-58).

DATABASE: WorldCat

ACCESS: Available through Interlibrary loan

**Telecommuting and The Americans With Disabilities Act: A Tree In The Cyberian Forest**

PUB. DATE: 1998


ABSTRACT: Unavailable.

DATABASE: LegalTrac

ACCESS: Available through Interlibrary loan

**Telecommuting and The Americans With Disabilities Act: Is Working At Home A Reasonable Accommodation?**

PUB. DATE: 1997


ABSTRACT: Unavailable.

DATABASE: Legal Periodicals Full Text

ACCESS: Available through Interlibrary loan

**Telecommuting and Virtual Offices: Issues And Opportunities**

PUB. DATE: 2001

SOURCE: Nancy J. Johnson. iii; ill.; 25 cm.; Note(s): Includes bibliographical references and index.


DATABASE: WorldCat

ACCESS: Available through Interlibrary loan

**Telecommuting Employees and The Amended Home Office Deduction Rules**

PUB. DATE: 2000

Telecommuting Flexibility (From The San Francisco Chronicle)(Editorial)
PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Telecommuting In the 21st Century
PUB. DATE: 1997
ABSTRACT: Unavailable.
DATABASE: Legal Periodicals Full Text
ACCESS: Available through Interlibrary loan

Telecommuting Is Getting Expensive; N.Y. Professor Who Works From Conn. May Be Taxed Twice, State Court Says
PUB. DATE: 2000
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Telecommuting Pluses & Pitfalls
PUB. DATE: 1999
SOURCE: Brenda B. Thompson. vi; ; 28 cm.; Note(s): Includes bibliographical references (p. 43-45).; Other Titles: Telecommuting pluses and pitfalls; Responsibility: Brenda B. Thompson.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

Telecommuting Tax Issues
PUB. DATE: 2001
ABSTRACT: Unavailable.
DATABASE: InfoTrac
ACCESS: Available through Interlibrary loan

Telecommuting To a N.Y. Office Can Be Doubly Taxing
PUB. DATE: 2005
ABSTRACT: Unavailable.
DATABASE: Legal Periodicals Full Text
ACCESS: Available through Interlibrary loan
Telecommuting: A Reasonable Accommodation under the Americans with Disabilities Act as Technology Advances

PUB. DATE: 2006
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Telecommuting: Justice and Control in the Virtual Organization

PUB. DATE: 1999
ABSTRACT: The adoption of telecommuting raises concerns for both managers and employees: Remote supervision presents monitoring challenges, while physical isolation may impede the employee's opportunity for, and involvement in, determining valued organizational outcomes (organizational justice). This study of 191 employees examined the relationships among telecommuting, organizational monitoring strategies, and organizational justice perceptions. Results suggest that monitoring strategies were more strongly associated with organizational justice perceptions than with telecommuting, and procedural and interactional justice perceptions related significantly to telecommuting. We provide implications, limitations, and ideas for future research.
DATABASE: J-STOR
ACCESS: Available through Interlibrary loan

Telexploitation

PUB. DATE: 1993
ABSTRACT: People working at home with computers and supporting equipment, who may account for an estimated one-third of the labor force by the end of the decade, could end up being exploited. Most telecommuters seem to consider the arrangement to be basically attractive. As the technology spreads, however, and as the supply of workers increases, there is the chance that telecommuters' wages might be depressed. Many pros and cons to the situation can be seen. Before the practice becomes more institutionalized, proactive thinking is needed to determine more fully where telecommuting is headed. The pros and cons of telecommuting are discussed.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

The "Convenience of the Employer" Rule and the Telecommuter Tax Fairness Act

PUB. DATE: 2005
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan

Traps For The Unwary: Employment Law Implications Of Telecommuting

PUB. DATE: 1997
SOURCE: Deborah A. Sudbury and Douglas M. Towns. Employee Relations Law Journal,
ABSTRACT: Technology has obviously changed how employees perform their jobs and allowed employees to become more efficient. In the future, technology will also change where employees can perform their jobs. Recent technological advances in computers and communications have allowed a growing number of employees to perform their jobs from their homes or from other nontraditional work locations. In fact, over the past several years, employers have already seen a dramatic increase in the number of these "telecommuting" employees. However, many employers do not realize the employment law risks associated with telecommuting. Fortunately, with some advanced planning, employers can easily avoid many of the legal traps associated with telecommuting.

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DATABASE: Legal Periodicals Full Text
ACCESS: Available through Interlibrary Loan

The Ubiquitous PC; Courts And Commentators Alike Recognize That Technology Is Changing Society
PUB. DATE: 1997
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan

Unclogging Virginia's Roads: Aligning Commuter Incentives In Northern Virginia
ABSTRACT: This paper addresses the problem of traffic congestion in Northern Virginia. The paper analyzes the current state of traffic in Northern Virginia. It then examines several factors that have led to this traffic entanglement. It analyzes the costs incurred as a result of the region's clogged roads. The paper addresses solutions to the problem. It first notes that the General Assembly's current transportation package does not meet the needs funding needs proposed by a regional transportation commission. The author suggests that congestion pricing may be a possible solution to the problem as well as proposing several other initiatives that, when combined, could significantly reduce the traffic problem. It is important to note that there is no one answer, neither roads nor rails nor telecommuting initiatives alone will solve the problem.
DATABASE: TRIS Online
ACCESS: Available through Interlibrary Loan

Upholding The Current Tax Treatment Of Telecommuteers, The Court Of Appeals Demonstrates The Need For Legislative Action.(New York)(Case Note)
PUB. DATE: 2006
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan

Where Is Everybody? Your People May Work From Anywhere with Remote Access, But It Requires Thoughtful Implementation And Training
PUB. DATE: 2002
**Workplace Safety and The Telecommuter**

**PUB. DATE:** 2002  
**SOURCE:** Nicole Belson Goluboff. Trial, Vol. 38, No. 6, p. 36.  
**ABSTRACT:** Unavailable.  
**DATABASE:** Legal Periodicals Full Text  
**ACCESS:** Available through Interlibrary Loan

**INTERNATIONAL PERSPECTIVES**

There is a significant body of literature that deals with telecommuting law and practice in other countries. While specific laws and other details from other countries may be quite different, there are possibly some very good points in these articles. These citations were retained, but grouped in this category for the convenience of the researcher.

**At Home On Business: A Closer Look At Teleworking (United Kingdom)**

**PUB. DATE:** 1993  
**SOURCE:** Anonymous , IRS Employment Trends, 11/15, p 3.  
**ABSTRACT:** A survey conducted by the UK’s Employment Dept found that 11% of companies polled employed workers who spent over half of their work week at home. Six percent of these at-home workers were found to be teleworkers, people who used computers and telecommunications technology while working at home. Most companies surveyed correctly surmised that data entry and other computer-related occupations were most conducive to teleworking. Most teleworkers said working at home produced no added difficulties.  
**DATABASE:** LegalTrac  
**ACCESS:** Available through Interlibrary Loan.

"**Employee" Or "Independent Contractor" : Status Of An Electronic Homeworker (American And German Views)**

**PUB. DATE:** 1985  
**SOURCE:** Udo Bernd Hartmann. , 69 leaves, bound ; 29 cm.; Dissertation: Thesis (LL. M.)-University of Illinois at Urbana-Champaign, 1985.; Note(s): Typescript./ Includes bibliographical references (leaves 66-69).; Responsibility: by Udo Bernd Hartmann.  
**ABSTRACT:** Unavailable.  
**DATABASE:** WorldCat  
**ACCESS:** Available through Interlibrary Loan.

**A Comparative Study of the Impact of Electronic Technology on Workplace Disputes**

**PUB. DATE:** 2002  
**ABSTRACT:** Unavailable.  
**DATABASE:** LegalTrac  
**ACCESS:** Available through Interlibrary Loan
A Comparative Study of the Impact of Electronic Technology on Workplace Disputes: National Report on Germany
PUB. DATE: 2002
Bibliographic footnotes.
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan

PUB. DATE: 2002
SOURCE: Marco Biagi and Tiziano Treu. Comparative Labor Law & Policy Journal, Vol. 24,
No. 1, p177
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan

Computerization and Employment Rights (Great Britain)
PUB. DATE: 1992
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary Loan

Directions Of Telework In Finland : Report By The Finnish Experience With Telework Project
PUB. DATE: 1996
cm.; Note(s): Includes bibliographical references (p. 57-[62])./ Funding: TELDET -
projektin T1016; Other Titles: Työhallinnon julkaisu.; Responsibility: Ari Luukinen, editor,
Juhani Pekkola, Asko Heikkilä and Marya Zamidar.; Language: English; Introduction in
Finnish.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

Electronic Technology and Work: A Swedish Perspective
PUB. DATE: 2002
257.
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Electronic Technology and Workplace Issues: The New Zealand Situation (A Comparative Study Of The Impact Of Electronic Technology On Workplace Disputes)
Flexible Working Policies Abound In Local Government (United Kingdom)
PUB. DATE: 1995
SOURCE: Anonymous. IRS Employment Trends, 06/01, p.2
ABSTRACT: A survey of local government offices in the United Kingdom reveals that many expect to adopt more flexible working conditions for their employees in the coming years. Nearly 85% of those surveyed currently offer flexible working hours, and 62% have job-sharing policies. Over 20% offer career break opportunities. Eighteen percent offer annual hours arrangements, with another 16% expecting to adopt the practice. Working from home is an option in 7% of the offices, with another 14% expecting to adopt formal homework schemes in the future.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

The Hazards Of Homework (Telecommuting And Working From Home In The United Kingdom)
PUB. DATE: 1997
ABSTRACT: UK employees who work at home face the same types of health issues affecting other employees. A survey of homeworkers indicates a variety of physical problems, as well as isolation and job stress, affects these employees. Also, monitoring work hazards and communicating safety information can be difficult with remote employees. Employer duties, union concerns, and related issues are also discussed.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

The Impact Of Electronic Technology On Workplace Disputes In Australia (A Comparative Study Of The Impact Of Electronic Technology On Workplace Disputes)
PUB. DATE: 2002
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

The Impact Of Electronic Technology On Workplace Disputes In Japan (A Comparative Study Of The Impact Of Electronic Technology On Workplace Disputes)
PUB. DATE: 2002
ABSTRACT: Unavailable.
Impact Of Electronics On Labor Law In Finland (A Comparative Study Of The Impact Of Electronic Technology On Workplace Disputes)
PUB. DATE: 2002
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

The IRS Handbook Of Flexible Working : Law And Practice (UK)
PUB. DATE: 2001
SOURCE: Louis Wustemann. xiii; ill. ; 23 cm.; Note(s): Includes bibliographical references and index.; Responsibility: edited by Louis Wustemann.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

The Legal and Contractual Situation Of Teleworkers In The European Union : The Law Aspects Including Self-Employed : Consolidated Report
PUB. DATE: 1997
SOURCE: R. Blanpain and European Foundation for the Improvement of Living and Working Conditions. , 52 p.; Note(s): Includes bibliographical references.
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

Legal Issues Of Telecommuting Across National Borders A Case Study Of The Laws Of The Federal Republic Of Germany As A Member Of The European Community
PUB. DATE: 1997
SOURCE: Marcus Collardin. 100 leaves ; 28 cm.; Dissertation: Thesis (LL. M.)--University of California, Berkeley, 1994.; Note(s): Computer-produced typeface./ Includes bibliographical references (leaves ix-xiv)/ Reproduction: Microfiche./ [Buffalo, N.Y.] :
William S. Hein,/ [1997].
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

New Technologies and Labor Relations In Spain: Some General Issues (A Comparative Study Of The Impact Of Electronic Technology On Workplace Disputes)
PUB. DATE: 2002
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan
Overview and U.S. Perspective (A Comparative Study of the Impact of Electronic Technology on Workplace Disputes)
PUB. DATE: 2002
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Rethinking Place of Work: Federal Labour Law Framework for Contemporary Home-Based Work and its Prospects in Australia
PUB. DATE: 2005
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

The Social Security Position Of Teleworkers In The European Union:
Consolidated Report
PUB. DATE: 1997
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

Some Belgian And European Aspects (A Comparative Study Of The Impact Of Electronic Technology On Workplace Disputes)
PUB. DATE: 2002
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Some Legal Aspects Of Teleworking (United Kingdom)
PUB. DATE: 1993
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Study Shows Teleworking Advantages And Disadvantages (Great Britain)
PUB. DATE: 1990
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan
Telework In The Netherlands: Labour Law, Social Security Law And Occupational Health And Safety Aspects
PUB. DATE: 1996
SOURCE: F. Pennings. , iv; ; 22 cm.; Note(s): Includes bibliographical references (p. 107-108).; Responsibility: F.J.L. Pennings, ... [et al.].
ABSTRACT: Unavailable.
DATABASE: WorldCat
ACCESS: Available through Interlibrary loan

Telework: Towards The Elusive Office
PUB. DATE: 1990
ABSTRACT: By examining and interpreting the results of three major European surveys, this book moves away from the journalistic approach of earlier work and demonstrates a thorough understanding of the present reality of telework and its likely future. In addition it draws on a wealth of empirical evidence to present a critical, objective and rigorous analysis of the economic, social and legal faces of telework from the perspectives of the individual worker and the policy analyst as well as the organizational manager. Discusses economics, law and human aspects related to telework.
DATABASE: TRIS Online
ACCESS: Unknown

Teleworkers Can Be Trusted (United Kingdom)
PUB. DATE: 1998
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Teleworking - Limits And Possibilities (United Kingdom).
PUB. DATE: 1996
ABSTRACT: UK employers could benefit from increased use of teleworkers. According to two 1996 studies, telecommuting can provide flexibility and lower costs. Workers should be self-disciplined and experienced, while managers should set clear procedures and goals for their teleworkers. This type of arrangement requires an employment relationship built on trust in order to succeed. Freelance, part-time, and multi-locational teleworkers are among the groups studied in these reports.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan

Teleworking (United Kingdom)
PUB. DATE: 1996
ABSTRACT: Unavailable.
DATABASE: LegalTrac
ACCESS: Available through Interlibrary loan