

GLOSSARY

Abandoned property Personal property that has been deliberately put aside by the rightful owner with no intention of ever returning for it.

Acceptance Unconditional agreement to the precise terms and conditions of an offer.

Actuary A mathematician or statistician who computes insurance risks and establishes premium rates.

Adhesion contract A contract whose terms were not truly negotiated or bargained and, as a result, may be so one-sided in favor of the stronger party that the contract is often deemed unenforceable by the courts.

Affirmative action A federally mandated requirement that employers who meet certain criteria must actively seek to fairly employ recognized classes of workers. (Some state and local legislatures have also enacted affirmative action requirements.)

Agent A person authorized to act for or to represent another, usually referred to as the principal.

Aggregate The maximum amount that can or will be paid by an insurer for all claims during a policy period.

Americans with Disabilities Act Federal legislation (law) that protects the rights of people with disabilities so that they may be treated fairly in the workplace and have access to places of public accommodation, such as hotels, restaurants, and airplanes.

Amusement park An entertainment facility featuring rides, games, food, and sometimes shows. Theme parks are amusement parks in which the rides, attractions, shows, and buildings revolve around a central theme or group of themes. Examples include the Disney- and Universal Studios-owned amusement parks.

Annuity Fixed payments, made on a regular basis, for an agreed-upon period of time or until the death of the recipient.

Appeal A written request to a higher court to modify or reverse the decision of a lower-level court.

Arbitration A process in which an agreed-on, independent, neutral third party (the arbitrator) renders

a final and binding resolution to a dispute. The decision of the arbitrator is known as the “award.”

Attorney Any person trained and legally authorized to act on behalf of others in matters of the law.

Attrition Reduction in the number of projected participants or attendees.

At-will employment An employment relationship whereby employers have a right to hire any employee, whenever they choose, and to dismiss an employee for or without cause, at any time; the employee also has the right to work for the employer or not, or to terminate the relationship at any time.

Bailee A person or entity that receives and holds property in a bailment arrangement.

Bailment The delivery of an item of property, for some purpose, with the expressed or implied understanding that the person receiving it shall return it in the same or similar condition in which it was received, when the purpose has been completed. Examples include coat checks, valet parking, safety deposit boxes, laundry, luggage storage, and delivery.

Bailor A person or entity that gives property to another in a bailment arrangement.

Bill of sale A document under which personal property is transferred from a seller to a buyer.

Blood alcohol concentration (BAC) A measurement, expressed in a percentage, of the concentration level of alcohol in the bloodstream. Also known as blood alcohol content or blood alcohol level, or BAL.

Bona fide occupational qualification A job qualification, established in good faith and fairness, that is necessary to safely or adequately perform the job.

Bond(ing) An insurance agreement in which the insurer guarantees payment to an employer in the event of financial loss caused by the actions of a specific employee.

Breach of contract Failure to keep the promises or agreements of a contract.

Capital improvement The purchase or upgrade of real or personal property that results in an increased depreciable asset base.

- Caveat emptor** A Latin phrase meaning “let the buyer beware.” The phrase implies that the burden of determining the relative quality and price of a product falls on the buyer, not the seller.
- Chattel** Personal property, movable or immovable, that is not considered real property.
- Civil law** The body of law (usually in the form of codes or statutes) created by governmental entities that are concerned with private rights and remedies, as opposed to criminal matters.
- Claim** Demand for money, property, or repairs to property.
- Class action lawsuit** A lawsuit filed by one or more people on behalf of themselves and a larger group of people who were similarly affected by an event.
- Clause (contract)** A distinct contract provision or stipulation.
- Collateral** Property that is pledged to secure the repayment of a debt.
- Collective bargaining agreement (CBA)** A formal contract between an employer and a group of employees that establishes the rights and responsibilities of both parties in their employment relationship.
- Commercial lease** A lease that applies to business property.
- Common carrier** A company or individual that is in the regular business of transporting people and/or freight for a fee. Examples include airlines, cruise lines, trains, and buses.
- Common law** Laws derived from the historical customs and usage of a society, and the decisions by courts when interpreting those customs and usages.
- Comparative negligence** Shared responsibility for the harm that results from negligence. The comparison of negligence by the defendant with the contributory negligence of the plaintiff. Also known as comparative fault.
- Compensatory damages** Monetary amount awarded to restore the injured party to the position he or she was in prior to the injury (e.g., medical expenses, lost wages, etc.). Also referred to as actual damages.
- Condominium** A multiple-unit complex (i.e., hotel, apartment house, office building), the units of which are individually owned with each owner receiving a recordable deed to the individual unit purchased, including the right to sell that unit and sharing in joint ownership of all common grounds, hallways, and on-site facilities.
- Condominium homeowners’ association (CHOA)** A group of condo owners, elected by all of the condo owners in a project, to interpret, develop, and implement the policies and procedures required to effectively manage their condominium complex.
- Conference services contract** An agreement that details the space, products, and services to be provided to a group before, during, and after its meeting.
- Confirmed reservation** A contract to provide a reservation in which the provider guarantees the guest’s reservation will be honored until a mutually agreeable time. A confirmed reservation may be either guaranteed or nonguaranteed.
- Consideration** The payment/value exchanged for the promise(s) contained in a contract.
- Contingency fee** A method of paying for a civil attorney’s services where the attorney receives a percentage of any money awarded as a settlement in the case. Typically, these fees range from 20 to 40 percent of the total amount awarded.
- Contract** An agreement or promise made between two or more parties that the courts will enforce.
- Contributory negligence** Negligent conduct by the complaining party (plaintiff) that contributes to the cause of his or her injuries.
- Copyright** The legal and exclusive right to copy or reproduce intellectual property.
- Copyright owner** A person or entity that legally holds a right to intellectual property under the copyright laws.
- Corporation** A group of individuals granted a charter, legally recognizing them as a separate entity with rights and liabilities distinct from those of its members.
- Counteroffer** Conditional agreement to the terms and conditions of an offer that includes a change to those terms, creating a new offer.
- Course and scope** The sum total of all common, job-related employee activities dictated or allowed by the employer.
- Crisis** An occurrence that holds the potential to jeopardize the health of individuals and/or the business.
- Cut-off date** The date on which any rooms contracted, and thus held for sale, but not yet picked up (reserved) by the group are returned to the hotel’s general rooms inventory.
- Damages** Losses or costs incurred due to another’s wrongful act.
- Deductible** The amount of money the insured has to pay before the insurance coverage will begin to pay. Accordingly, the higher the deductible, the less risk to the insurance company, which should equal lower premiums.
- Deed** A written document for the transfer of land or other real property from one person to another.
- Deed of trust** Used in some states instead of a mortgage. A deed of trust places legal title to a real property in the hands of a trustee until the debtor has completed paying for the property.
- Defamation** False statements that cause someone to be held in contempt, lowered in the estimation of the community, or to lose employment status or earnings or otherwise suffer a damaged reputation.
- Defendant** The person or entity against which litigation is initiated. Sometimes referred to as the respondent.

- Demand letter** Official notification, typically delivered to a defendant via registered or certified mail that details the plaintiff's cause for impending litigation.
- Depositions** Oral answers, given under oath, to questions asked during the discovery phase of a lawsuit. Depositions are recorded by a certified court reporter and/or by videotape.
- Depreciation** The decrease in value of a piece of property due to age and/or wear and tear.
- Depressant** A substance that lowers the rate of vital body activities.
- Detained property** Personal property held by a bailee until lawful payment is made by the bailor.
- Disclosure** To reveal fully and honestly.
- Dividend** A portion of profits received by a shareholder, usually in relation to his or her ownership (shares) of a corporation.
- Dram shop** A name given to a variety of state laws establishing a liquor licensee's third-party liability.
- Dram shop acts** Legislation, passed in a variety of forms and in many states, that imposes liability for the acts of others on those who serve alcohol negligently, recklessly, or illegally.
- Duty of care** A legal obligation that requires a particular standard of conduct.
- Emergency plan** A procedure or series of procedures to be implemented in response to a crisis.
- Employee** An individual who is hired to provide services to an employer in exchange for wages or a salary.
- Employee evaluation** A review of an employee's performance, including strengths and shortcomings; typically completed by the employee's direct supervisor.
- Employee manual** A document written to detail the policies, benefits, and employment practices of an employer.
- Employer** An individual or entity that pays wages or a salary in exchange for a worker's services.
- Employment agreement** The terms of the employment relationship between an employer and employee that specifies the rights and obligations of each party to the agreement.
- Enforceable contract** A contract recognized as valid by the courts and subject to the court's ability to compel compliance with its terms.
- Ethics** Choices of proper conduct made by an individual in his or her relationships with others.
- Eviction** Removal of a tenant from rental property by a law enforcement officer. An eviction is the result of a landlord filing and winning a special lawsuit known as an "unlawful detainer." The procedure that a lessor uses to remove a lessee from physical possession of leased real property, usually for violation of a significant lease provision, such as nonpayment of rent.
- Exceptions** Insurance coverage that is normally included in the insurance policy, but that will be excluded if the insured fails to comply with performance terms specifically mentioned in the policy.
- Exclusions** Liability claims that are not covered in an insurance policy.
- Exculpatory clause (or contract)** A contract, or a clause in a contract, that releases one of the parties from liability for his or her wrongdoings.
- Express contract** A contract in which the components of the agreement are explicitly stated, either orally or in writing.
- Face sheet** A one-page document briefly describing the type and amount of insurance coverage contained in an insurance policy. Sometimes referred to as a declaration page.
- Fiduciary** A relationship based on trust and the responsibility to act in the best interest of another when performing tasks.
- Fiduciary responsibility** The requirement that agents act in the best interest of their principals.
- Financing statement** A formal notice of a lien being held on personal property, required under the Uniform Commercial Code in most cases. Also called a UCC-1 because of its form number in the UCC.
- Fixture(s)** An article that was once a chattel but that has become a part of the real property because the article is permanently attached to the soil or to something attached to the soil.
- Foodborne illness** Sickness or harm caused by the consumption of unsafe foods or beverages.
- Force majeure** Greater force; a natural or human-induced disaster, through no fault of the parties to the contract, that causes a contract to not be performed.
- Forum (venue) selection clause** A statement in a contract identifying the agreed-on tribunal for resolving legal disputes related to the contract's terms.
- Fractional ownership** A purchase arrangement in which a condominium owner purchases the use of his or her unit for a portion (fraction) of a year. The fraction may be defined in terms of the number of days per year (e.g., 30, 60, etc.) or very specific days and/or months (e.g., January 1 through March 31). Individual units purchased under such an arrangement are commonly known as fractionals.
- Franchise** A contract between a parent company (franchisor) and an operating company (franchisee) to allow the franchisee to run a business with the brand name of the parent company, as long as the terms of the contract concerning methods of operation are followed.
- Franchise agreement** A special hospitality contract that details the responsibilities of both parties (franchisor and franchisee) involved in the operation of a franchise.
- Franchisee** The person or business that has purchased and/or received a franchise.
- Franchisor** The person or business that has sold and/or granted a franchise.

Gaming Legalized gambling.

Garnish A court-ordered method of debt collection in which a portion of a person's salary is paid to a creditor.

General (or managing) partner The entity in a limited partnership relationship that makes the management decisions and can be held responsible for all debts and legal claims against the business.

General partnership A business organization in which two or more owners agree to share the profits of the business but are also jointly and severally liable for its debts.

Global distribution system (GDS) An interconnected computer system that connects travel professionals worldwide to those companies selling travel services.

Gratuitous bailment One in which there is no payment (consideration) in exchange for the promise to hold the property.

Gross negligence The reckless or willful failure of an individual or an organization to use even the slightest amount of reasonable care.

Guaranteed reservation A contract to provide a confirmed reservation in which the provider guarantees the guest's reservation will be honored regardless of time of arrival, but stating that the guest will be charged if he or she no-shows the reservation. Prepayment or payment authorization is required.

Guest A customer who lawfully utilizes a facility's food, beverage, lodging, or entertainment services.

Hospitality law Those laws that relate to the industry involved with the provision of food, lodging, travel, and entertainment services to its guests and clients.

Implied warranty An unwritten expectation that a product purchased is free of defects.

Improvements An addition to real estate that ordinarily enhances its value.

Indemnification To insure against possible liability and loss, and/or to compensate financially for losses incurred.

Independent contractor A person or entity that contracts with another to perform a particular task but whose work is not directed or controlled by the hiring party.

Infra hospitium A Latin term meaning "within the hotel."

In-house dispute resolution A program, funded by employers, that encourages the equitable settlement of an employee's claim of unfair employment, prior to or without resorting to litigation.

Insure (insurance) To protect from risk.

Insured The individual or business that purchases insurance against a risk.

Insurer The entity that provides insurance.

Intangible property Personal property that cannot be held or touched. Examples include patent rights, copyrights, and concept rights.

Intellectual property Personal property that has been created through the intellectual efforts of its original owner.

Intentional act A willful action undertaken with or without full understanding of its consequences.

Interdiction program An arrangement whereby citizens contact police to report suspected criminal activity before a crime is committed.

International travel law The ordinances, rules, treaties, and agreements used to regulate the international travel industry.

Interrogatories Questions that require written answers, given under oath, asked during the discovery phase of a lawsuit.

Interstate commerce Commercial trading or the transportation of persons or property between or among states.

Intoxication A condition in which an individual's BAC reaches legally established levels. These levels are not uniform across the United States. An intoxicated person may not sell or purchase alcohol, nor operate a motor vehicle.

Invitee An individual who is on a property at the expressed or implied consent of the owner.

Job description A written, itemized listing of a specific job's basic responsibilities and reporting relationships.

Job qualifications The knowledge or skill(s) required to perform the responsibilities and tasks listed in a job description.

Jurisdiction The authority given by law or treaty to a court to try cases and make decisions about legal matters within a particular geographic area and/or over certain types of cases.

Kickback A secret rebate of part of a purchase price, given by the seller, to the buyer, in exchange for the buyer's influence in the purchasing decision.

Landlord The lessor in a real property lease.

Law The rules of conduct and responsibility established and enforced by a society.

Lease A contract that establishes the rights and obligations of each party with respect to property owned by one entity but occupied or used by another.

Lessee The entity that occupies or uses the property covered in a lease.

Lessor The entity that owns the property covered in a lease.

Liable To be legally responsible or obligated.

License Legal permission to do a certain thing or operate in a certain way.

Licensee One who is granted a license.

Licensing agreement A legal document that details the specifics of a license.

Licenser One who grants a license.

Lien A claim against property that gives the creditor (lien holder) the right to repossess and/or sell that

- property if the debtor does not repay his or her debt in a timely manner.
- Limited liability company (LLC)** A type of business organization that protects the owners from liability for debts incurred by the business, without the need for some of the formal incorporation requirements. The federal government does not tax the profits of LLCs; however, some states do, while others do not.
- Limited partner** The entity in a limited partnership relationship who is liable only to the extent of his or her investment. Limited partners have no right to manage the partnership.
- Limited partnership (LP)** A business organization with two classes of owners. The limited partner invests in the business but may not exercise control over its operation, in return for protection from liability. The general or managing partner assumes full control of the business operation but can also be held liable for any debts the operation incurs.
- Liquor license** A permit issued by a state that allows for the sale and/or service of alcoholic beverages. The entity holding the license is known as the licensee.
- Litigation** The act of initiating and carrying on a lawsuit. Often, used to refer to the lawsuit itself.
- Lost property** Personal property that has been inadvertently put aside, then forgotten by the rightful owner.
- Management agreement** The legal agreement that defines the responsibilities of a business owner and the management company chosen to operate the owner's business. Also known as a "management contract."
- Management company** An entity that, for a fee, assumes responsibility for the day-to-day operation of a business.
- Management contract** The legal agreement that defines the responsibilities of a business owner and the management company chosen to operate the owner's business.
- Maritime law** Also called "admiralty law" or "the law of admiralty," the laws, regulations, international agreements, and treaties that govern activities in navigable waters.
- Master bill** A single folio (bill) established for a group that includes specifically agreed-on group charges. Sometimes called a "master folio," "group folio," or "group bill."
- Mediation** A process in which an appointed, neutral third party (the mediator) assists those involved in a dispute with resolving their differences. The result of mediation, when successful, is known as the "settlement."
- Meeting planners** A group of professionals that plan and organize meetings and events for their employers and clients.
- Merchantable** Suitable for buying and selling.
- Minimum wage** The least amount of wages that an employee covered by the FLSA or state law may be paid by his or her employer.
- Mislaid property** Personal property that has been put aside on purpose but then has been forgotten by the rightful owner.
- Mortgage** The pledging of real property by a debtor to a creditor to secure payment of a debt.
- Negligence per se** When a rule of law is violated by the operator; such violation of a rule of law is considered to be so far outside the scope of reasonable behavior that the violator is assumed to be negligent.
- Negligent (negligence)** The failure to use reasonable care.
- Negligent hiring** Failure on the part of an employer to exercise reasonable care in the selection of employees.
- Nondisturbance clause** A clause in a contract that stipulates that leases or other ownership investments in the property will be allowed to continue uninterrupted in the event of a default or insolvency by the landlord/seller.
- Nonguaranteed reservation** A contract to provide a confirmed reservation where no prepayment or authorization is required.
- Off the record** An oral agreement between a reporter and an interviewee wherein the reporter promises not to quote the interviewee's comments for publication.
- Offer** A proposal to perform an act or to pay an amount that, if accepted, constitutes a legally valid contract.
- Ombudsperson** A company official appointed to investigate and resolve worker complaints.
- Operating agreement** A contract that details the areas of responsibilities of the owner of a business and the entity selected by the owner to operate the business. Also referred to as a "management contract."
- Operating structure** The relationship between a business's ownership and its management.
- Organizational structure** The legal entity that owns a business.
- Overstay** A guest who refuses to vacate his or her room when he or she has exceeded the number of nights originally agreed to at check-in.
- Owner-operator** A type of operating structure in which the owners of a business are directly responsible for its day-to-day operation. Also known, in some cases, as an "independent."
- Patent** A grant issued by a governmental entity ensuring an inventor the right to exclusive production and sale of his or her invention for a fixed period of time.
- Perfect a lien** To make a public record of a lien, or to take possession of the collateral.
- Per occurrence** The maximum amount that can or will be paid by an insurer in the event of a single claim.
- Personal injury** Damage or harm inflicted upon the body, mind, or emotions.
- Personal property** Tangible and intangible items that are not real property.

Plaintiff The person or entity that initiates litigation against another. Sometimes referred to as the claimant, petitioner, or applicant.

Policy (insurance) The contract for insurance agreed upon by the insurer and insured.

Post-traumatic stress disorder (PTSD) A severe reaction to an event that threatened an individual's physical or emotional health.

Premium The amount paid for insurance coverage; it can be paid in one lump sum or over time, such as monthly.

Press release An announcement made by an organization or individual distributed for use by the media.

Primary policy The main insurance policy that provides basic coverage and the amount of insurance provided by the policy.

Principal Employer, the person hiring and directing employees (agents) to perform his/her/its business.

Progressive discipline An employee development process that provides increasingly severe consequences for continued violation of workplace rules.

Proximate cause The event or activity that directly contributes to (causes) the injury or harm.

Public accommodation A facility that provides entertainment, rooms, space, or seating for the use and benefit of the general public.

Public domain Property that is owned by all citizens, not an individual.

Punitive damages A monetary amount used as punishment and to deter the same wrongful act in the future by the defendant and others.

Quid pro quo Latin term for "giving one thing in return or exchange for another."

Quitclaim deed A deed that conveys only such rights as the grantor has. This type of deed transfers the owner's interest to a buyer, but does not guarantee that there are no other claims against the property or that the property is indeed legally owned by the seller.

Real estate Land, including soil and water, buildings, trees, crops, improvements, and the rights to the air above, and the minerals below, the land.

Real property Land and all the things that are permanently attached to it.

Reasonable care The degree of care that a reasonably prudent person would use in a similar situation.

REIT Short for "real estate investment trust," a very special form of business structure in which the owners of a business are generally prohibited from operating it.

Respondeat superior Literally; "let the master respond," a legal theory that holds the employer (master) responsible for the acts of the employee.

Right of first refusal A clause in a contractual agreement between two parties in a business relationship in which one party, upon termination of the business

relationship, can exercise the right to buy the interest of the other party before those rights can be offered for sale to another.

S corporation A type of business entity that offers liability protection to its owners and is exempt from corporate taxation on its profits. Some restrictions limit the circumstances under which an S corporation can be formed.

Safety program Those procedures and activities designed to ensure the physical protection and good health of guests and employees.

Security agreement A contract between a lender and borrower that states that the lender can repossess the personal property a person has offered as collateral if the loan is not paid as agreed.

Security interest A legal ownership right to property.

Segregate To separate a group or individual on any basis but especially by race, color, religion, or national origin.

Service charge An amount added to a guest's bill in exchange for services provided.

Shares Fractional portions of a company in which the owner of the portion has voting rights and rights to a respective fraction of the assets of the company.

Signatory An entity that signs and agrees to abide by the terms of a document.

Small claims court A court designed especially to hear lawsuits entailing relatively small sums of money. They can provide a speedy method of making a claim without the necessity of hiring a lawyer and engaging in a formal trial.

Sole proprietorship A business organization in which one person owns and, often, operates the business.

Standard of care The industry-recognized, reasonably accepted level of performance used in fulfilling a duty of care.

Stare decisis The principle of following prior case law.

Statute of limitations Various laws that set maximum time periods in which lawsuits must be initiated. If the suit is not initiated (or filed) before the expiration of the maximum period allowed, then the law prohibits the use of the courts for recovery.

Strict liability Responsibility arising from the nature of a dangerous activity rather than negligence or an intentional act. Also known as absolute liability or liability without fault.

Sublet To rent property one possesses by a lease, to another. Also called subleasing.

Subpoena A court-authorized order to appear in person at a designated time and place, or to produce evidence demanded by the court.

Tangible property Personal property that has physical substance and can be held or touched. Examples include furniture, equipment, and inventories of goods.

- Tariff** The agreement between an airline and its passengers. When purchasing a ticket, the passenger agrees to the terms of the tariff.
- Tenant** Anyone, including a corporation, who rents real property for an extended period of time with the intent of establishing a permanent occupation or residency. The lessee in a real property lease.
- Third-party liability** The two areas of liability theory that a hospitality manager should be aware of focus on the duties of a host who holds a party where alcohol is served, and that of an establishment licensed to sell alcohol.
- Timeshare** A form of shared property ownership in which a buyer acquires the right to occupy a piece of real estate, such as a condominium in a resort area, for a specific period of time each year.
- Tip credit** The amount an employer is allowed to consider as a supplement to employer-paid wages in meeting the requirements of applicable minimum wage laws.
- Tip pooling/sharing** An arrangement whereby service providers share their tips with each other on a predetermined basis.
- Tip** A gratuity given in exchange for a service performed. Literally an acronym for “to improve service.”
- Title search** A review of land records to determine the ownership and description of a piece of real property.
- Title** The sum total of all legally recognized rights to the possession and ownership of property.
- Tort** An act or failure to act (not involving a breach of contract) that results in injury, loss, or damage to another (e.g., negligence is an unintentional tort, whereas battery, physically touching someone, is usually an intentional tort).
- Tour operator** A company whose primary activity is the planning, packaging, and marketing of travel services, including transportation, meals, accommodations, and activities.
- Trade dress** A distinct visual image created for and identified with a specific product.
- Trademark** A word, name, symbol, or combination of these that indicates the source or producer of an item. Sometimes called a mark.
- Transient guest** A customer who rents real property for a relatively short period of time (e.g., small number of days with no intent of establishing a permanent residency).
- Travel law** The laws regulating business and individual behavior in the travel industry.
- Truth in menu laws** The collective name given to various laws and regulations that have been implemented to ensure accuracy in the wording on menus.
- Umbrella** Insurance coverage purchased to supplement primary coverage. Sometimes referred to as excess insurance.
- Underwrite** To assume agreed-upon maximum levels of liability in the event of a loss or damages.
- Unemployment benefits** A benefit paid to an employee who involuntarily loses his or her employment without just cause.
- Unemployment claim** A petition, submitted by an unemployed worker to his or her state unemployment agency, which asserts that the worker is eligible to receive unemployment benefits.
- Unemployment insurance** A program, funded by employers, that provides temporary monetary benefits for employees who have lost their jobs.
- Uniform Commercial Code (UCC)** A model statute covering such issues as the sale of goods, credit, and bank transactions.
- Vicarious liability** A party’s responsibility for the acts of another that result in an injury, harm, or damage. (See also *respondeat superior*.)
- Warranty** A promise about a product made by either a manufacturer or a seller that is a part of the sales contract.
- Warranty deed** A deed that provides that the person granting the deed agrees to defend the title from claims of others. In general, the seller is representing that he or she fully owns the property and will stand behind this promise.
- Warsaw Convention** Short for the Convention for the Unification of Certain Rules Relating to International Carriage by Air, signed at Warsaw on October 12, 1929, this agreement set limits on the liabilities of airlines that follow established guidelines for the safe operation of international airline flights.
- Whistle-blowers protection acts** Laws that protect employees who have reported illegal employer acts from retaliation by that employer.
- Workers’ compensation** A benefit paid to an employee who suffers a work-related injury or illness.
- Wrongful termination** A violation, by the employer, of the employment relationship resulting in the unlawful firing of the employee.

1906

The Federal Food and Drugs Act and the Federal Meat Inspection Act authorize the federal government to regulate the safety and quality of food. The responsibility falls to the U.S. Department of Agriculture (USDA) and the Bureau of Chemistry, the Food and Drug Administration's predecessor.

1913

The GOULD Amendment requires food packages to state the quantity of contents.

1924

In *U.S. v. 95 Barrels Alleged Apple Cider Vinegar*, the Supreme Court rules that the Food and Drug Act condemns every statement, design, or device that may mislead, misdirect, or deceive, even if technically true.

1938

The Federal Food, Drug, and Cosmetic Act replaces the 1906 Food and Drugs Act. Among other things, it requires the label of every processed packaged food to contain the name and address of the manufacturer or distributor. A list of ingredients also is required on certain products. The law also prohibits statements in food labeling that are false or misleading.

1957

The Poultry Products Inspection Act authorizes the USDA to regulate, among other things, the labeling of poultry products.

1966

The Fair Packaging and Labeling Act requires all consumer products in the interstate commerce to contain accurate information and to facilitate value comparisons.

1974

The Safe Drinking Water Act authorizes the Environmental Protection Association (EPA) to establish standards for drinking water safety and water quality. (Mineral water, seltzer, and club soda are exempt from these provisions, because the FDA classifies them as soft drinks.) In addition, the FDA has established strict criteria and labeling requirements for all types of bottled water, mineral water, and sparkling water.

1990

Congress passes the Nutrition Labeling and Education Act (NLEA), which makes nutrition information mandatory for most foods. Among the few foods exempted were restaurant items, unless they carried a nutrient or health claim.

1993

The FDA issues regulations under NLEA that require restaurants to comply with regulations for nutrient and health claims that appear on signs and placards. Menu claims are exempt.

1996

The U.S. District Court in Washington, DC, rules that Congress had intended restaurant menus to be covered by NLEA, and orders the FDA to amend its nutrition labeling and claims regulations to include menu items about which claims are made.

1997

The FDA's regulations for nutrition labeling of restaurant menu items that bear a nutrition or health benefit claim take effect.

2002

The Organic Foods Production Act and the National Organic Program (NOP) are intended to assure consumers that the organic foods they purchase are produced, processed, and certified to consistent national organic standards. The labeling requirements of the new program apply to raw, fresh products and processed foods that contain organic ingredients. Foods that are sold, labeled, or represented as organic will have to be produced and processed in accordance with the NOP standards.

2003

To help consumers choose heart-healthy foods, the Department of Health and Human Services announces that FDA will require **food labels to include trans fat content**, the first substantive change to the nutrition facts panel on foods since the label was changed in 1993.

2004

Passage of the **Food Allergy Labeling and Consumer Protection Act** requires the labeling of any food that contains a protein derived from any one of the following foods that, as a group, account for the vast majority of food allergies: peanuts, soybeans, cow's milk, eggs, fish, crustacean shellfish, tree nuts, and wheat.

This is the complete version of Figure 12.3 which appears on page 346 in Chapter 12.