

FROM THE EDITOR

Although this is the first issue of the *Journal of Individual Employment Rights* to appear under my editorship, it really is Kurt Decker's last issue. All of the articles in this issue, including mine, were submitted to Kurt; many of them came from his students and all of the accept/reject decisions were made during his tenure. My role has been one of shaping the issue and, with the assistance of Manuscript Editor Claire Mierowitz and the rest of the staff, getting the articles into final form.

The first three articles address employee privacy rights in the workplace. Paul Kovatch begins our study by examining constitutional and statutory considerations and Theresa Zechman reviews the case law on the topic. Zechman continues by examining four specific privacy issues in employment: urinalysis, search of desks, search of lockers, and video surveillance. Brandy Scott examines an employee's right to privacy in his/her e-mail.

The next two articles focus on the Americans with Disabilities Act. Mary Beth Hamilton traces the bridge between the concept of hostile environment, pioneered in Title VII cases, and the ADA, while Charles Coleman studies the impact of three 1999 Supreme Court decisions on that same law.

The issue closes with Theodora Haynes' compilation of subject and author indexes for the first eight years of the *Journal of Individual Employment Rights*—a summary of Kurt Decker's work.