The ASLB Journal of Employment and Labor Law

Volume 12 Spring 2011 Contents	
Editor's Corner Denise S. Smith	iii
The Legal Fiction of Constructive Discharge as Decided by Federal Courts in Employ Discrimination Claimes <i>Stephanie Sipe and Michael Wiggins</i>	vment 1
A Comparison of U.S. and Chilean Labor and Employment Law <i>Patricia Pattison and John W. Mogab</i>	22
You Can't Ask That! Unmasking the Myths About "Illegal" Pre-Employment Intervi Questions Laura Davis	ew 39
Legal Issues in College and University Internship Programs Tammy Cowart and Mildred Blowen	58
All Acts Are Not Created Equal: An Analysis of the Mixed Motive Claim Post Gross FBL Financial Services Brian Winrow, Diane May, and JoEll Bjorke	s v. 71
The Ricci v. DeStefano Conundrum: Did the Supreme Court Get It Right? Bonnie Roach	86