

Employment Law For Business And Human Resources Professionals Second Edition

Includes sample documents for clear guidance and inspiration Understand your rights and responsibilities as an employer British small business owners can't afford to learn from their mistakes, especially as regards employment law. This book keeps you onside with the law and onside with your staff too. From hiring and firing through to dealing with wages, pensions, and maternity leave, you'll discover what to do, what not to do, and how to get it right first time. Discover how to * Recruit and retain a happy workforce * Draw up a fair employment contract * Understand Health and Safety Laws * Make redundancies the right way * Manage staff holiday and disciplinary issues

Employment Law 4e is the most complete and accessible introduction to the subject, suitable for students from a variety of backgrounds including HRM and business management. The expert author team combine a wealth of knowledge in teaching, examining, and practising employment law to ensure the reader has a firm understanding of legal principles, in both an academic and professional context. Case exhibits in every chapter illustrate employment law in action, whilst activities test the reader's understanding of the law and its application in the real-world. Together, they enable students to effectively develop their knowledge of current legislation and maximize their learning. In addition, a dedicated chapter on preparing and presenting a case gives the reader a unique opportunity to demonstrate their understanding using a fictional scenario, through which they can gain a greater insight into the challenges faced by those required to prepare and deliver a case before an employment tribunal. As a result, Employment Law 4e is an essential textbook for students seeking to develop their academic and professional skills, as well as foster their understanding of a subject that directly affects business managers and their employees. Online Resource Centre This book is supported by an integrated Online Resource Centre. For students: - Test your understanding and receive instant feedback with our range of multiple choice questions. - Source relevant and reliable further reading using our publications briefing resource. - Keep informed of changes to the law with our regular updates from the authors. For registered lecturers: - Access additional case studies and questions to support your teaching.

Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees, Fourth Edition is a practical text for undergraduate, graduate, and paralegal employment law, human resources, and business school courses. This unique book approaches each area from the perspective of both employees and employers. The balanced approach is organized to track the employer-employee relationship focusing on day-to-day hiring, managing, and firing practices. After an overview of discrimination laws and a discussion of different types of employment relationships the text moves chronologically from the recruitment of candidates through all aspects of employment to the conclusion of the employment relationship. Each chapter begins with clear chapter objectives. A list of key terms ends the chapter followed by basic questions to ensure students master the key concepts and fact patterns, which test student's ability to apply the concepts to workplace matters. These fact-based scenarios promote critical thinking and develop analytical skills. New to the Fourth Edition: New coverage of the balancing of employer and employee interests in regard to political expression and social media use Expanded discussion of employer and employee rights with respect to medical marijuana Focus on the heightened attention paid to policies related to workplace romances due to the #MeToo movement Enhancement of the materials related to the prohibition of sex discrimination and compensation discrimination materials, including the comparing and contrasting of employee rights under Title VII and the Equal Pay Act Introduction of Check it out! —a teaching tool based

on real-life scenarios. These sidebars raise thought-provoking questions designed to initiate both legal and policy discussions and reinforce legal concepts and stakeholder considerations. Professors and students will benefit from: Materials are chronologically organized and track the employer–employee relationship. Complicated information is presented in a clear and concise manner. Guidance from the very agencies that are ultimately responsible for the laws that regulate the employment relationship is included. Tackling of serious workplace matters is paired appropriately with the injection of humor to increase the attention of students and the likelihood that they retain the knowledge related to key concepts. Students who work in human resources, employment law are provided with sample forms, enforcement guidance, and workplace posters that they need to know. Practical information within the context of interviewing provides students with a wealth of information and issues that help them frame interview questions that are legally compliant. References to the most significant legal cases, as well as some lesser-known cases represent common themes. End-of-chapter questions ensure students master key concepts. Numerous fact patterns test whether students not only understand these concepts but also can apply them to workplace matters. These fact-based scenarios promote critical thinking and develop analytical skills so that the knowledge can be used by students. Key terms appear in the margins where a term is first introduced and in the glossary at the end of the book. This comprehensive glossary of key terms provides students with an additional opportunity to review important terms.

Addresses law and employment decisions with a management perspective. This text explains how to approach and manage legal employment decisions, and outlines the specific legal framework in which management decisions are made.

"A guide to employment law for students with no prior legal training, Employment Law for Business Students provides explanations of all the key topics in this area. Legal rules are described as they relate to the business world, highlighting how the law works in practice."--BOOK JACKET.

Employment Law for BusinessIngramEmployment Law for BusinessMcGraw-Hill/Irwin

"An A-Z reference encyclopedia, with more than 200 entries defining and explaining employment and labor law topics. The entries combine a summary of the law with real life case references, pop culture references, and statistics and trends"--Provided by publisher.

This must-have resource comprehensively covers the many legal issues that particularly affect California public sector agencies and their officers and employees. Written and edited by an outstanding team of skilled experts who are members of The State Bar of California's Labor and Employment Law Section, the book is divided into four parts: • The Hiring Process; • Wage and Hour Laws; • Public Sector Employee Rights, Obligations and Protections; and • Public Agency Rights, Obligations and Liabilities. Within these main categories, many subjects are unique to the public sector, such as retirement, due process, conflicts of interest, free speech, contracting out governmental services, open meeting laws, political activities, and public safety employees. Other subjects, such as wage and hour law, leaves of absence, hiring, privacy rights, and various litigation issues, cover areas that affect both the public and private sectors. Although issues that apply to the private sector are covered, the emphasis in this book is on the unique issues that affect the public sector.

Maryland Employment Law, Second Edition brings together and comprehensively explains three interwoven fields of

employment law in Maryland - contracts, torts, and discrimination law. It gives lawyers and personnel professionals a quick and handy reference to the present state of Maryland employment law, and it provides litigators with a thorough analysis of each cause of action.

An effective teaching and learning text, *Basic Labor and Employment Law for Paralegals* covers all the essential elements in depth and breadth in a rational three part structure. "Introduction to Labor and Employment Law" examines the historical development of labor and employment law in America alongside the nature of the employment relationship. "Labor-Management Relations in the Union Setting" shows how American labor law regulates labor-management relations and includes methods of selecting collective bargaining representatives, unfair labor practices by employers and unions, economic weapons in labor disputes and the formation and administration of labor contracts. "Employment Discrimination" deals with the various forms of discrimination and the methods and procedures of pursuing employment discrimination claims. To underscore concepts and ensure student understanding, each chapter features marginal definitions, fact scenarios illustrating the concepts, and questions about specific facts for the students to consider.

Answers to the fact scenarios are included at the end of each chapter. Discussion questions and exercises are provided to help students apply the concepts, and engaging case excerpts give them experience with case analysis. The Second Edition has been completely updated to include new material analyzing the Lilly Ledbetter Fair Pay Act of 2009, a federal statute amending the Civil Rights Act of 1964. Additional new material discusses the Genetic Information

Nondiscrimination Act, a federal statute prohibiting employment discrimination on the basis of genetic information. Fresh case references and examples appear throughout the text. Hallmark features of *Basic Labor and Employment Law for Paralegals*: Covers all essential elements of United States labor and employment law in depth Divided into three sections
o Introduction to Labor and Employment Law historical development of labor and employment law in America nature of the employment relationship
o Labor-Management Relations in the Union Setting how labor law regulates labor-management relations methods of selecting collective bargaining representatives unfair labor practices by employers and unions economic weapons in labor disputes the formation and administration of labor contracts
o Employment Discrimination various forms of employment discrimination in American law methods and procedures of pursuing employment discrimination claims
Chapter pedagogy
o marginal definitions
o fact scenarios illustrating the concepts

Employment Law for Business Students is the ideal companion to support non-law students in their studies. Written with the needs of business students in mind, the book combines clear and straightforward explanations of all aspects of employment law with a strong practical focus ensuring students gain a full understanding of how employment law operates in the workplace.

Contemporary Employment Law, Third Edition, is a straightforward approach to learning the legal essentials of managing a modern workforce, through a practical, balanced discussion of employment and labor law. Designed for a one-semester course that covers the major aspects of employment and discrimination law, the text begins by identifying the differences between employees and independent contractors. In a three-part format, the authors cover the Employment Relationship, Equal Opportunity Laws, and Employee Protections and Benefits. The text is written with the student in mind, with interesting examples, concepts summaries, modern topics and issues, and a clearly written narrative approach to the material.

Employment law is a matter of increasing importance for managers and human resource professionals. Approaching the subject from a human resources rather than a law perspective, this book aims to inform about the context in which employment law is enacted and promotes understanding of: the application of the law to HRM, the social purposes behind the legislation, and the contextual issues that affect the implementation of the law.

Bennett-Alexander and Hartman's, Employment Law for Business, 4/e, addresses law and employment decisions from a managerial perspective. It is intended to instruct students on how to manage effectively and efficiently with full comprehension of the legal ramifications of their decisions. Students are shown how to think and analyze employment law facts using concrete examples of management-related legal dilemmas without clear-cut solutions. The methods of arriving at resolutions are emphasized, so that when the facts of the workplace problem are not quite the same, the student can still reach a good decision based on the legal considerations required by law, which remain relevant.

Readers who are majoring in business or another non-legal professions will find EMPLOYMENT AND LABOR LAW, 9E offers the ideal comprehensive introduction to employment and labor relations. This book uses excerpts from real law cases to illustrate how labor-related disputes arise and are resolved in the courts. Eye-opening features, such as The Working Law and Ethical Dilemmas, demonstrate how labor legislation and ethical decision-making impact employees at all levels -- from hourly workers to owners. Readers review the most up-to-date information on the NLRB and EEOC, the Fair Labor Standards Act, President Obama's executive orders regarding undocumented immigrants and LGBT rights, Obamacare, the Defense of Marriage Act, and other employee-benefits developments. This edition also addresses relevant issues, such as FLSA and NLRB rights for unpaid interns, teaching assistants, and student-athletes. No other book combines such balanced coverage with a reader-friendly approach. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

"In the new edition of this best-selling text, author Kathryn J. Filsinger presents a thorough overview of employment law in Canada and shows students how to identify and address potential legal problems in the workplace. Designed for college and university undergraduate courses in Business Administration, Human Resources Management, Employee Relations, as well as Paralegal and Law Clerk programs, this text introduces relevant statutory (e.g., human rights, employment standards, the AODA) and common-law issues in employment law, and walks students through the legal aspects of the employment process, from hiring to the end of the employment relationship and beyond. The third

edition covers updates on several important cases, including *Honda Canada Inc. v. Keays*, *R v. Cole*, *Jones v. Tsige*, *Bowes v. Goss Power Products*, *Stevens v. Sifton Properties*, and *Boucher v. Wal-Mart*. The text also includes updates to the Open for Business Act aimed at streamlining Ontario government-to-business services, and a new section on monitoring company email, Internet, and computer usage ? a growing issue in employment law today. To keep students engaged with current and hot-button issues in employment law, Filsinger has added new FYI, Case in Point, and In the News sections throughout the text. The author has also added updated review questions and case-based scenarios at the end of each chapter that serve as a useful study guide for students."--Publisher's website.

A less-expensive grayscale paperback version is available. Search for ISBN 9781680923018. *Business Law I Essentials* is a brief introductory textbook designed to meet the scope and sequence requirements of courses on Business Law or the Legal Environment of Business. The concepts are presented in a streamlined manner, and cover the key concepts necessary to establish a strong foundation in the subject. The textbook follows a traditional approach to the study of business law. Each chapter contains learning objectives, explanatory narrative and concepts, references for further reading, and end-of-chapter questions. *Business Law I Essentials* may need to be supplemented with additional content, cases, or related materials, and is offered as a foundational resource that focuses on the baseline concepts, issues, and approaches.

Bennett-Alexander and Hartman's *Employment Law for Business* addresses employment law and employment decisions from a managerial perspective. This textbook shows students how to manage effectively and efficiently, with full comprehension of the legal ramifications of their decisions. Students learn to analyze employment law facts using concrete examples of thorny management-related legal dilemmas. The authors illustrate the various methods that can be used to reach a resolution, so that students understand how to make their own business decisions based on legal considerations.

The *Employment Law Review*, edited by Erika C Collins of Proskauer Rose LLP, serves as a tool to help legal practitioners and human resources professionals identify issues that present challenges to their clients and companies. As well as in-depth examinations of employment law in 48 jurisdictions, the book provides further general interest chapters covering the variety of employment-related issues that arise during cross-border merger and acquisition transactions, aiding practitioners and human resources professionals who conduct due diligence and provide other employment-related support in connection with cross-border corporate M&A deals. Other chapters deal with global diversity and inclusion initiatives across the globe, social media and mobile device management policies, and the interplay between religion and employment law. Contributors include: Els de Wind, Van Doorne; Annie Elfassi, Loyens Loeff. "Excellent publication, very helpful in my day to day work." - Mr Frederic Thorat, Head of HR, BNP Paribas"Excellent coverage and detail on each country is brilliant." - Mr Raani Costelloe, General manager of Legal and Business Affairs, Sony music Entertainment, Australia"An excellent resource for in-house counsel for a company with an international footprint." - Mr John R Pendergast, Senior Counsel, BASF Corporation, USA"It's invaluable to any lawyer dealing with cross-border and privacy-related employment issues and is a cornerstone to my own legal research" - Oran Kiazim, Vice President, Global Privacy, SterlingBackcheck, UK

EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 4TH EDITION explains the major issues and rules of employment law and how they apply to your human resource career. Clippings of current news stories and events, hypothetical situations, and real cases help you understand how the law applies to each stage of employment--from hiring, to managing, to firing--and emphasize the application of legal concepts to future business situations. Practical advice for what to do as a manager is conveniently summarized at the end of each chapter.

Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. Packed with the most current cases and examples available, EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 5E addresses human resource practices associated with each stage of the employment process--from hiring, to managing, to firing--as it emphasizes the application of legal concepts to business situations. News clippings, hypothetical situations, and other hands-on applications offer students opportunities to develop issue spotting, critical thinking, and legal reasoning skills that will be integral in their future careers as human resource managers. Covering the most important employment law topics, the Fifth Edition is completely up to date with the latest legislation, new regulations, and recent case law. It includes extended coverage of the rights of vulnerable employees under the Americans with Disabilities Act, racial discrimination, the use of background checks, the Family Medical Leave Act, and more. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The SHRM Essential Guide to Employment Law is your One-Stop Legal Reference to Employment Law. It simple, straightforward language on everything HR professionals, employers, and small business owners need to know about their relationship with their employees in order to comply with the law and protect themselves and their business from legal action. Covering more than 200 workplace law topics, the Guide provides an overview of U.S. workplace laws, regulations, and court decisions that employers, large or small, are likely to face, as well as what pitfalls to anticipate and when to seek professional advice. Each chapter offers general principles, highlights key issues, and provides specific examples and suggestions to help make the employer-employee relationship run more smoothly.

Employment Law in Context combines extracts from leading cases and articles with insightful and sophisticated author commentary to provide the reader with a full, critical understanding of employment law. As well as providing a thorough grounding in individual labour law, and drawing attention to key and current areas of debate, this title offers the reader detailed analysis of the social, economic, political, and historical context in which employment law operates. An innovative running case study contextualizes employment law and demonstrates its practical applications by following the life-cycle of a company from incorporation, through expansion, to liquidation. Reflection points and examples encourage the development of critical thinking skills and students' ability to view the issues practically. The text is supported by an Online Resource Centre hosting: - four supplementary chapters on collective employment law to facilitate a broader understanding of the subject - additional reading lists to accompany topics signposted in each chapter and annotated web links to key online resources to direct further research - a flashcard glossary helps students test their understanding of terms highlighted and defined in the book - twice-yearly updates to the law are provided by the author to keep students abreast of the latest developments - PowerPoint slides and figures from the book are available to lecturers

This volume is an essential, cutting-edge reference for all practitioners, students, and teachers in the field of dispute resolution. Each chapter was written specifically for this collection and has never before been published. The

contributors--drawn from a wide range of academic disciplines--contains many of the most prominent names in dispute resolution today, including Frank E. A. Sander, Carrie Menkel-Meadow, Bruce Patton, Lawrence Susskind, Ethan Katsh, Deborah Kolb, and Max Bazerman. The Handbook of Dispute Resolution contains the most current thinking about dispute resolution. It synthesizes more than thirty years of research into cogent, practitioner-focused chapters that assume no previous background in the field. At the same time, the book offers path-breaking research and theory that will interest those who have been immersed in the study or practice of dispute resolution for years. The Handbook also offers insights on how to understand disputants. It explores how personality factors, emotions, concerns about identity, relationship dynamics, and perceptions contribute to the escalation of disputes. The volume also explains some of the lessons available from viewing disputes through the lens of gender and cultural differences.

Written specifically for HR and Business students, Introduction to Employment Law is a clear and accessible guide to employment law and how it applies in practice. Covering everything from employment tribunals and discrimination to redundancy and termination of employment, this textbook doesn't assume any prior knowledge of the UK legal system and equips students with all the knowledge and skills that they need to take forward into the workplace. Fully revised with all the latest cases and legal developments, this new edition includes coverage of hot topics such as defining employment status in the gig economy, gender pay reporting, the General Data Protection Regulation (GDPR) and the legal implications to be considered with Britain's withdrawal from the European Union. Packed with pedagogical features to consolidate learning including chapter objectives, tasks, 'explore further' sections, key learning points and examples to work through, as well as a dedicated study skills chapter, Introduction to Employment Law is essential reading for all students studying the CIPD Level 5 Intermediate module in employment law as well as being a useful resource for those studying at level 3 and an accessible introduction for level 7 and those on undergraduate and postgraduate courses needing a thorough grounding in employment law. Online resources include lecture slides, case studies, multiple choice questions, annotated weblinks and an instructor's manual.

Tailored to meet the needs of business students, this book allows readers to navigate the core legal provisions in employment law and get to grips with crucial issues. The language used is easy to follow and the structure of the book provides an accessible introduction to the subject. Throughout, the book provides relevant examples, gives international law comparisons and imbues readers with a 'best practice' awareness. Students will also use the book to: - Recognize and understand relevant case law in key areas; - Understand how employment law works in practice; - Assess the effectiveness of United Kingdom and European employment law. This book will be of invaluable help to Undergraduate and MBA students as well as those pursuing a CIPD employment law course.

The number of small businesses in the United States is astounding. According to the most recent U.S Census data, there are more than 8.8 million businesses with less than 20 employees, with more than 21.3 million employees spread out among those businesses. The sheer volume of individuals who do not work for a massive corporation is growing exponentially every year and the result is a lot of confusion on the part of small business owners who are struggling to understand the complicated federal employment laws that dictate how they must handle those employees. With this comprehensive A-Z guide to the federal employment laws that dictate the practices you must follow, you will learn every possible detail you will ever need to know to stay ahead of the government's requirements and run a successful business. There are more than 20 Federal acts that are designed to keep the workers of this country protected against various forms of discrimination, poor treatment, and negligence on the part of the employer. You will learn the intricate details of each of these federal acts and how they apply to you and your business. You will learn everything that applies to you in regards to age discrimination, disability discrimination, equal pay requirements, affirmative action, civil rights enactments, worker retraining, and dozens more acts such as OSHA, ERISA, EPPA, COBRA, SOX, PDA, and NLRA acts that enforce the standards of employment for millions of companies around the nation. You will learn which laws your company specifically must follow and how state laws might further designate what you need to know when hiring and employing a new worker. A run down of each kind of business and how certain laws, such as OSHA and other worker safety laws will apply more restrictively to you. You will be shown exactly how each of these laws is enforced and what you can expect if you fail to do so – including the requisite fines, possible sanctions, or even loss of licensing in certain cases. Many industry professionals have been interviewed to share their insights on the employment laws in this country, providing a more complete view of how you can adhere to and follow these laws effectively. The tools you need, including the forms and agency addresses and contacts, to comply with these laws are provided in their entirety, along with the federal and state agencies that you will be dealing with intricately in the weeks to come. A comprehensive listing of resources that are designed to help you make the right decisions and complete the necessary steps for each hire you make is also provided, annotated to show you which laws coincide with which resources. If you are considering starting your own business or are starting to expand and hire more employees, this book will provide every detail you need to effectively manage and maintain your growing workforce.

We wanted the textbook to be informative and readable—a resource to encourage critical and creative thinking about workplace issues and to sensitize you to the need for effective workplace management of these issues. We think we have accomplished our goal. We hope the text is as interesting and informative for you to read and use as it was exciting and challenging for us to write.

Business owners and managers aren't expected to be employment lawyers. But with New York Management Law they CAN dramatically reduce their risk of creating a compliance nightmare! This unique resource balances discussion of laws and regulations with practical tips for reducing workplace issues using a highly informed, but non-academic approach.

LABOR AND EMPLOYMENT LAW: TEXT & CASES, 15TH EDITION, written by a nationally renowned White House labor arbitrator, offers comprehensive and objective coverage of labor and employment law topics that challenge readers to develop critical thinking skills through case analysis. In-depth chapters explore labor law topics, focusing primarily on the National Labor Relations Act, and are updated to include coverage of court systems and the role of administrative agencies in policymaking. Understand the majority views, the dissenting opinions, and the current laws that apply to these areas and follow the continued controversy over topics like discrimination law (including race discrimination, religious discrimination, national origin discrimination, age discrimination, sexual harassment, etc.) as well as worker's compensation and employee privacy (updated to include text messaging issues). Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience."—Library Journal (starred review) "I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor."—Robert Sutton, Stanford professor and author of The No Asshole Rule and The Asshole Survival Guide "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."—Erin Lowry, author of Broke Millennial: Stop Scraping By and Get Your Financial Life Together

Essential core of employment law in a 6 page laminated guide. Authored and designed to understand the significance of details within the larger scheme of the law and to review before the Bar Exam. Review for exams, find facts fast, refresh memory, or constantly reinforce your knowledge base. With the mass of knowledge needed for a law degree and for practicing, a trusted reference source is rarely found at this price that works so well. Lamination ensures the guide will last a lifetime through school and beyond. Law students, lawyers and paralegals have agreed QuickStudy law guides are a must-have. 6-page laminated guide includes: Labor Issues: Fair Practices & Employee Safety & Protection Fair Labor Standards Act Employee Polygraph Protection Act National Labor Relations Act Occupational Safety & Health Act Federal Unemployment Compensation Act Worker Adjustment & Retraining Notification Act Workers' Compensation Social Security Disability

Whistleblower Statutes Termination of Employment Health Issues: Benefits & Rights Comprehensive Omnibus Budget Reconciliation Act
Health Insurance Portability & Accountability Act Family Medicine Leave Act Fair Treatment & Protected Classes Discrimination Immigration
Reform & Control Act Veterans' Preference Laws Public Sector: Specific Rules & Regulations Retirement Issues Employee Retirement
Income Security Act Old Age Security Pension Benefits Retiree Health Care Employer Protection Employment Related Torts Bankruptcy
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