

Employment Law For Hr And Business Studies

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.

Perils and Pitfalls of California Employment Law provides a detailed and thorough summary of the key substantive employment laws in the Golden State and discusses the ways in which they most differ from the federal statutes that guide most of the rest of the country. Author Matthew S. Effland approaches this topic from the perspective of an experienced HR professional who is tasked with managing a workforce in California for the first time by asking basic questions, such as How do California's wage and hour laws compare with the federal Fair Labor Standards Act standards? How is overtime treated? Are the risks of violating the harassment laws greater in California than elsewhere? What about California's privacy rights? Medical marijuana laws? Background check limitations? To answer these questions, and more, the book is divided into five chapters. The first two chapters deal with the most fundamental of issues—what it means to be an “employee” in California, and how to schedule and pay employees. It then turns to a discussion of the requirements found in California's primary antidiscrimination and harassment statute, the FEHA, and how it significantly expands the rights of employees well beyond what is found in the various federal employment laws. This is followed by considering California's numerous leave of absence laws as the state goes far beyond anything the federal government requires and provides a dozen different forms of protected leave. Finally, the book concludes with a “day in the life” of a California HR director. Follow HR Manager Shelia on her journey through a typical day in the world of HR management as she hits on many of the other laws that companies run into on a daily basis in the Golden State.

"Federal Labor Standards Legislation Committee, Section of Labor and Employment Law, American Bar Association."

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.

This accessible and comprehensive book is suitable for all business and HR students taking an Employment Law module as part of their CIPD qualification, or HR, or Business degree at undergraduate or postgraduate level. It covers the Employment Act 2002, and the reasons for this act; data protection, and proposed revisions in discrimination legislation.

Employment Law, 2nd edition examines the relevant statutes, judicial decisions, executive orders, and administrative policies that shape the respective rights of managers and workers at the workplace. It goes well beyond simply stating what is legal and what is illegal, assuming that the student or professional needs to understand the principles underlying the law so that he or she can evaluate an organization's decisions against those principles. A practical but rigorous guide to US employment law, thoroughly updated for this second edition Includes wide use of case material and administrative regulation, including new cases illustrating the continued application of disparate treatment and disparate impact analysis, and more current examples of grooming Each chapter covers historical, social and economic factors giving rise to government intervention in employment relationship; evaluates relevant law policy; discusses of basic legal principles; and considers how law affects HR management Includes new material on gender and leave issues in employment; EEO classifications; employment of the handicapped; courts and affirmative-action; employer involvement in employee non-work activities; drug testing and the law; and inclusion of recent legal doctrine. Oriented both to students taking a course in employment law and to human resources professionals who need to deal daily with matters that have legal significance.

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

Gain a thorough grounding in the core principles and practices of UK employment law with the third edition of this practical guide from the HR Fundamentals series.

The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues. You'll know what to do (and what not to do) to avoid costly mistakes or oversights, confront HR problems - legally and effectively - and understand the rules. The Complete Guide to Human Resources and the Law offers fast, dependable, plain English legal guidance for HR-related situations from ADA accommodation, diversity training, and privacy issues to hiring and termination, employee benefit plans, compensation, and recordkeeping. It brings you the most up-to-date information as well as practical tips and checklists in a well-organized, easy-to-use resource.

The most complete guide to an employer's legal rights and responsibilities, this book shows how to comply with workplace laws and regulations, run a safe and fair workplace and avoid lawsuits. It explains the latest laws concerning: -- hiring and firing -- personnel policies -- employee compensation and benefits -- discrimination -- workers' comp -- workplace health and safety -- family and medical leave -- and much more. The completely revised third edition expands its coverage of worker privacy rules, discusses when a psychological test of a job applicant may violate the Americans With Disabilities Act, provides

updated information on training wages and rounding off hours worked, and trumpets the latest word from the U.S. Supreme Court on sexual harassment.

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.

ALL THE QUESTIONS YOU'VE WONDERED ABOUT EMPLOYEES' RIGHTS AT WORK BUT WERE TOO OVERWHELMED OR AFRAID TO ASK . IN THIS THOUGHT-PROVOKING and humorous primer on work law, legal expert Charles Passaglia gives insightful and thorough answers to 45 of the wildest workplace law questions with a single purpose: to help business leaders, employees, lawyers and HR professionals learn how to navigate the complex, ever-changing world of employment law. Among the questions you will consider: ? Is being allergic to perfume a disability? ? Is a TSA pat-down a form of sexual harassment? ? Can employees refuse to have taxes withheld from their paycheck? ? Can an employee avoid a drug test if afraid to pee around others? ? Are blondes a protected class? If dealing with difficult people at work makes you want to howl, you should read this book. By the end of Can I Bring my Pet Monkey to Work? you will know a great deal more about your rights, and your responsibilities toward others, and you'll have had a few laughs along the way.

For over 30 years, students, academics and professionals have relied on MACKEN'S LAW OF EMPLOYMENT as one of Australia's most respected works in employment law. This 7th edition continues in that tradition. Authored by a distinguished team of experts, the carefully selected topics and case extracts along with the scholarly commentary ensure reputable guidance on common law and equitable principles as they affect contracts of employment.

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.

HR for Small Business explains in simple, clear language what business owners and managers need to know about their relationship with their employees in order to comply with the law and protect themselves and their business from being sued.

A comprehensive HR guide for employers, HR professionals and managers. This Florida-specific Human Resources Management manual was updated on Feb. 2016. Locally authored by Stearns Weaver Miller Weissler Alhadeff & Sitterson. Covers everything from pre-hire through post-termination. Written in plain English and easy to understand. Official resource of the Florida Chamber of Commerce.

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.

Employment LawThe Essential HR Desk ReferenceNOLO

The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues. You'll know what to do (and what not to do) to avoid costly mistakes or oversights, confront HR problems - legally and effectively - and understand the rules. The Complete Guide to Human Resources and the Law offers fast, dependable, plain English legal guidance for HR-related situations from ADA accommodation, diversity training, and privacy issues to hiring and termination, employee benefit plans, compensation, and recordkeeping. It brings you the most up-to-date information as well as practical tips and checklists in a well-organized, easy-to-use resource. The 2019 Edition provides new and expanded coverage of issues such as: The Supreme Court held in March 2016 that to prove damages in an Fair Labor Standards Act (FLSA) donning/doffing class action, an expert witness' testimony could be admitted Tyson Foods, Inc. v. Bouaphakeo, 136 S. Ct. 1036 (2016). Executive Order 13706, signed on Labor Day 2015, takes effect in 2017. It requires federal contractors to allow employees to accrue at least one hour of paid sick leave for every 30 hours they work, and unused sick leave can be carried over from year to year. Mid-2016 DOL regulations make millions more white-collar employees eligible for overtime pay, by greatly increasing the salary threshold for the white-collar exemption. Updates on the PATH Act (Protecting Americans From Tax Hikes; Pub. L. No. 114-113. The DOL published the "fiduciary rule" in final form in April 2016, with full compliance scheduled for January 1, 2018. The rule makes it clear that brokers who are paid to offer guidance on retirement accounts and Individual Retirement Arrangements (IRAs) are fiduciaries. In early 2016, the Equal Employment Opportunity Commission (EEOC) announced it would allow charging parties to request copies of the employer's position statement in response to the charge. The Supreme Court ruled that, in constructive discharge timing requirements run from the date the employee gives notice of his or her resignation--not the effective date of the resignation. Certiorari was granted to determine if the Federal Arbitration Act (FAA) preempts consideration of severing provisions for unconscionability. Previous Edition: Complete Guide to Human Resources and the Law, 2018 Edition ISBN 9781454884309

In the last few years, social media has become the primary way of communicating, not only among friends and colleagues but also between employers and employees and between companies and consumers. For employers, the phenomenon offers great opportunities, but also concomitant dangers due primarily to use of social media by employees and employees' representatives. Written in the context of employment laws as well as privacy laws, this book surveys the state of the law in over thirty key jurisdictions, including most of the developed countries of Europe, Asia, and North America and major developing countries worldwide. The publication arose from a seminar prepared by the editors and others at which it was clearly identified that internationally operating employers need a comprehensive and user-friendly multinational summary on employment and labour law questions arising in connection with the use of social media. The book is divided into country chapters, each written by a known local specialist. In order to easily 'navigate' through the issues for each country, the chapters follow a uniform structure, covering the applicable statutory regimes, case law, useful checklists, and recommendations. Among the issues and topics dealt with are the following: - employees' entitlement to use social media at the workplace; - whether employers can require the use of social media by employees; - right of

employers to monitor employees' use of social media outside the workplace; - employers' potential liability for employees' misuse of social media; - right of employee representatives to use employers' equipment for social media purposes; - employers' remedies against misuse of social media by employees and employee representatives; - development and drafting of a social media policy; and - role of social media in employer employee disputes. No other publication exists providing interested parties with a practical and strategic guide to legal issues affecting the use of social media in the workplace. With its easy-to-use country-by-country format and its expert recommendations, this unique resource will prove itself as an incomparable handbook for lawyers, human resources professionals, and in-house counsel advising or working for internationally operating businesses. It will also be of inestimable value for academics and policymakers concerned with the legal ramifications of social media use in the workplace. "

An all-in-one reference to the important employment laws that every employer and HR pro needs to know.

This textbook is aimed at helping those with day-to-day responsibilities for employee relations and human resource management to manage within the law.

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.

A comprehensive HR guide to Florida and federal labor laws for employers, HR professionals and managers

Written for HR professionals and business people, California Employment Law: An Employer's Guide is the essential resource for avoiding the many traps set for California employers. This valuable reference is updated to address new developments in 2018, including: California's new Ban the Box law; New parental leave requirement for smaller employers; Prohibition on salary history inquiries; Prohibition on employer cooperation with immigration authorities; Requirement that employees not be on call during rest breaks; Requirement that employees be given one day's rest in seven; New protections for transgender employees; Increased minimum wage; Increased pay thresholds for overtime exemptions; WARN Act coverage of brief furlough; and much more.

Are you an employer worried about employment related claims by employees? Are you an employee whose rights are being infringed or ignored? Employment law can be confusing for both employers and employees alike. There is a huge amount of rules, regulations, laws, directives, case law concerning employment law in Ireland. Even with the best will in the world, it is easy to do the wrong thing. To make a mistake. "Employment Law in Ireland-A Plain English Guide for Employers and Employees" can help because it can save you time and money. And it can reduce the doubts in your mind about your situation.> For Employers and Employees If you are an employer it can save you the expense of defending and perhaps losing a costly claim by an employee. If you are an employee it can help you obtain your employment rights and eliminate the stress of not knowing where you stand. Because it explains what your obligations are as an employer, and what your rights are as an employee. Wide Range of Topics Covered Topics such as unfair dismissal, redundancy, the employment contract, health and safety, what policies and procedures should be in place in the workplace, equality and discrimination, holiday entitlements, part time and fixed term workers' rights, rest periods and breaks, data protection, TUPE (transfer of undertakings) regulations, temporary agency workers, young persons in work, performance improvement plans disciplinary procedure-step by step NERA and how they operate, intoxicants in the workplace, maternity leave, other leave entitlements, payment of wages, and more are explained in easy to understand language. Employers are understandably worried about costly claims for unfair dismissal, wrongful dismissal, discrimination, unfair selection for redundancy. This book helps avoid such claims by explaining the correct steps to take to prevent claims and what the employers' obligations are. Many employees too are unsure about their employment rights and are badly treated in the workplace. They have experienced the sick feeling in the pit of their stomach going into work everyday and not knowing whether there is anything that they can do about their treatment. This book aims to give peace of mind and reduce stress for both employers and employees. It also explains the essential terms that should be included in the employment contract and why 80% of cases for unfair dismissal are lost. And it is written by a practicing solicitor who has been an employer in Ireland since 1986. Written in Understandable Language If you are looking for a text book on employment law in Ireland, this is not for you. This is not an academic work. If you are looking for a straightforward reference guide to refer to on a daily basis in the workplace, this book should suit you just fine. Other Topics Other topics covered include the forums for redress of your employment rights, working time, internships in the workplace and what can go wrong, fixed term contracts, contracts of indefinite duration, employment permits, staff handbooks, the most important policies and procedures to have, without prejudice negotiations, temporary agency workers, etc. If this book helps you as employer avoid one claim or if it helps you uphold just one of your employment rights it will have proven to be one of the best investments you have made this year. Written by a Solicitor Terry Gorry is a solicitor, small business owner and has been an employer in Ireland since 1986. He helps other small business owners and their employees.

Employment Law is a practical guide to understanding and applying the law effectively at work in the UK. Tailored to the needs of practitioners it offers a complete overview of the fundamentals of employment law, examining its importance for an organization, its employees and the HR function. Using a combination of practical tools, assessments, scenarios and case studies from best practice it will build your legal knowledge of key areas including immigration, employing temporary staff, changing contracts, discrimination, equal pay, family rights, redundancy and much more. Employment Law is part of the HR Fundamentals series, offering practical advice to HR professionals starting out in their

career, completing CPD training or studying for their professional qualifications with the CIPD. It is the ideal companion to Employee Relations, also by the same author. Employment Law is the core textbook for the CIPD Level 7 Employment Law module. It takes the reader step-by-step through everything that they need to know, including the formation of the Contract of Employment, discrimination, health and safety in the workplace, unfair dismissal and redundancy. Easy to read and navigate, and full of case studies and useful examples that encourage deeper thinking, this fully updated 15th edition provides a thorough theoretical grounding in employment law that can be applied in practice. This new edition of Employment Law is completely up to date with the latest cases and legislation, including zero hours contracts, migrant workers' rights, shared parental leave and Brexit and provides an up-to-date analysis of anti-discrimination law, the national living wage and the 'Transfer of Undertakings (Protection of Employment) Regulations 2006' (TUPE). Online resources include a lecturer guide, powerpoint slides, multiple choice questions and extra case studies to support learning and enable students to apply the theory in practice.

"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.

The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues. You'll know what to do (and what not to do) to avoid costly mistakes or oversights, confront HR problems - legally and effectively - and understand the rules. The Complete Guide to Human Resources and the Law offers fast, dependable, plain English legal guidance for HR-related situations from ADA accommodation, diversity training, and privacy issues to hiring and termination, employee benefit plans, compensation, and recordkeeping. It brings you the most up-to-date information as well as practical tips and checklists in a well-organized, easy-to-use resource. Previous Edition: Complete Guide to Human Resources and the Law, 2018 Edition ISBN 9781454899945

The Model Rules of Professional Conduct provides an up-to-date resource for information on legal ethics. Federal, state and local courts in all jurisdictions look to the Rules for guidance in solving lawyer malpractice cases, disciplinary actions, disqualification issues, sanctions questions and much more. In this volume, black-letter Rules of Professional Conduct are followed by numbered Comments that explain each Rule's purpose and provide suggestions for its practical application. The Rules will help you identify proper conduct in a variety of given situations, review those instances where discretionary action is possible, and define the nature of the relationship between you and your clients, colleagues and the courts.

Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees, Third Edition is a practical text for undergraduate, graduate, and paralegal employment law and Human Resources courses. It provides a general overview of employment law and HR issues as it relates to workplace issues, including day-to-day hiring, managing and firing practices. Written in an engaging and informative style, the text comprehensively covers a wide range of topics, including workplace discrimination; candidate recruitment, interviewing, employer-employee and employer-independent contractor relationships, performance management, terminations and layoffs, and employee compensation. This new edition offers a number of updates, including revised information on the treatment of interns and volunteers under the Fair Labor Standards Act, updated Equal Employment Opportunity Commission (EEOC) guidance and statistical data, expanded information related to the use of personally-owned and company-owned technological devices, and comprehensive information about the limitations on the rights of employers to regulate their employees' use of social media. Also included is a comprehensive teacher's manual that includes sample syllabi for varying course-lengths, detailed responses to the end-of-chapter discussion questions, matching worksheets, and a test bank that includes hundreds of multiple choice and true-false questions

Key Benefit: Moran approaches employment law with a focus on discrimination and employment regulation, presenting principles of law in a step-building approach and illustrating those principles with stimulating employment perspectives. Key Topics: The author examines ethical issues, offers HR advice, and covers employee lessons in the workplace. Market: For courses in Employment Law, Labor Law, and Human Resource Management.

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