

Employment Law

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.

This book provides a comprehensive overview of employment law and is a useful supplement to any employment law casebook. The book is divided into six chapters. Chapter 1 examines who is an employee and who is an employer. Chapter 2 analyzes the employment-at-will doctrine and job security claims. Chapter 3 focuses on privacy, autonomy, and dignity. Chapter 4 analyzes claims that employers may have against employees. Chapter 5 discusses employment terms and benefits that are directly mandated by law, like minimum wage, or strongly encouraged or regulated by law, such as pensions. Finally, Chapter 6 examines workplace health and safety.

Blending legal scholarship with practical application, this authoritative reference sheds much-needed light on the rapidly expanding and somewhat murky sphere of employment law in New Jersey. Indispensable for human resources personnel, workers' rights groups, and representative counsel, this accessible guide offers answers to oft-asked questions, advice for developing complicated strategies, and ways to facilitate discussions during legal proceedings. In-depth information is provided for all pertinent issues, including discrimination, sexual harassment, workplace torts, disability, insurance, health and safety, and electronic privacy. Whether you're new to higher education, coming to legal study for the first time or just wondering what Employment Law is all about, Beginning Employment Law is the ideal introduction to help you hit the ground running. Starting with the basics and an overview of each topic, it will help you come to terms with the structure, themes and issues of the subject so that you can begin your Employment Law module with confidence. Adopting a clear and simple approach with legal vocabulary explained in a detailed glossary, James Marson breaks the subject of Employment Law down using practical everyday examples to make it understandable for anyone, whatever their background. Diagrams and flowcharts simplify complex issues, important cases are identified and explained and on-the-spot questions help you recognise potential issues or debates within the law so that you can contribute in classes with confidence. Beginning Employment Law is an ideal first introduction to the subject for LLB, GDL or ILEX and especially international students, those enrolled on distance learning courses or on other degree programmes.

This new edition of Texas Employment Law updates the governing law on a broad range of substantive topics and includes new forms and appendices to help you work more efficiently. The highlights include: Thoroughly revised and updated chapters, bringing you current on the law governing: Sex Discrimination

(Ch. 19) Sexual Harassment (Ch. 20) Race Discrimination (Ch. 22) Age Discrimination (Ch. 23) Retaliation (Ch. 26) Whistleblower Protection Under Sarbanes-Oxley (Ch. 33) Texas Whistleblower Act (Ch. 34) Expanded coverage of these issues: Immigration-Related Employment Practices (Ch. 7) Statute of limitations for timeliness failures re Form I-9 ICE worksite enforcement actions Wages, Hours and Overtime (Ch. 9) Damages for emotional injury resulting from retaliation in violation of FLSA Issues re: workers who maintain irregular hours Employment Rules and Policies (Ch. 16) Why Texas courts refuse to recognize a claim for “negligent investigation” What constitutes “concerted activity” according to the NLRB and Fifth Circuit TCHRA: Procedures and Remedies (Ch. 18) When EEOC’s authority to investigate terminates Best practice re: pleading a request for attorney’s fees Disability Discrimination (Ch. 21) Work-site attendance as an “essential function” of the job Accommodation process — burdens/responsibilities of employer and employee Discrimination Based on National Origin, Religion, and Other Grounds (Ch. 24) When is a “permissive pretext” instruction appropriate? Viability of a claim for retaliatory hostile environment Family and Medical Leave Act (Ch. 25) Eligibility for FMLA leave: H1-b foreign nationals; off-site employees Whether a chiropractor can be considered a “health care provider” New Forms and Appendices, including: Original Petition – Libel and Slander (in connection with termination of employment) Defendant’s Answer to Plaintiff’s Complaint – ADA First Set of Interrogatories to Plaintiff – ADA Failure to Hire Case Response To Defendants’ Emergency Motion For Issuance of Letter Rogatory Motion for Summary Judgment – FMLA Case; Plaintiff’s Response; Order Denying Motion Authored by experts in various facets of civil litigation and reviewed by general editor William C. Bochet, LexisNexis Practice Guide New Jersey Trial, Post-Trial, and Appellate Proceedings offers quick, direct, New Jersey-specific answers to questions that arise in day-to-day civil litigation practice. Topically organized, LexisNexis Practice Guide New Jersey Trial, Post-Trial, and Appellate Proceedings covers a range of civil practice issues and takes task-oriented approach to each subject in its action-oriented section headings (e.g. Moving for Relief in Limine, Preparing for Direct Examinations of Experts at Trial, and Making Objections or Requests for Curative Instructions) and multiple checklists in each chapter that guide the reader through each step of a task. This publication covers critical topics such as jury charges, bench trial, opening statements, burdens of proof, trial motions, party and non-party witnesses, expert witnesses, summations, and bringing appeals. It includes numerous practice tips (Strategic Point, Warning, Timing and Exception) to ensure best practices and help the attorney make choices, avoid practice pitfalls and recognize important time limitations and exceptions to general rules. The online product includes practice forms.

Written especially for HR professionals and business people, California Employment Law: An Employer's Guide is the essential resource for avoiding the

many perils and pitfalls California employers face. Comprehensively updated to address new developments, the 2019 Edition features: new independent contractor test; new harassment training requirements; class-action waivers in arbitration agreements; new rules on national origin discrimination; requirement that employees be paid for minimal preparation and concluding work; clarification of rules regarding salary history inquiries; new NLRB standards for employee conduct policies; requirements for lawful time clock rounding; rules for rest break pay for commissioned and piece-rate employees; and new rules regarding lactation breaks.

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.

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.

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. Impactful and integral to our economic recovery after the pandemic, The Autism Full Employment Act will rebuild and approve autism employment programs. Employment remains the issue today for many adults with autism. During the pandemic of 2020, authors Michael Bernick and Dr. Lou Vismara, along with other adults with autism, practitioners, and advocates, set out to develop an Autism Full Employment Act. At the time, the national economy was decimated, and it was clear that it would need to be rebuilt, starting in 2021 and beyond. The Act is an attempt not only to rebuild autism employment programs, but also to address the limitations and shortcomings of the current system. The Autism Full Employment Act shows how there can be a place in the job world for the wide range of adults with autism, ADHD, and other learning and mental health differences—many of whom are not employed today. Bernick and Dr. Vismara review the autism employment initiatives in recent years among major employers, state and local governments, autism-focused businesses, and autism transition programs, and present strategies to build on these initiatives. They set out more fully the meanings of “autism talent advantage,” “autism friendly workplace,” and “employment for the more severely impacted.” Six broad strategy areas are explored. Interspersed with these six strategy areas are notes on related issues of “professionalizing the direct support workforce,” “transitions,” and “comorbidities.” Bernick and Dr. Vismara end by considering why no government action or program can replace the employment journey of each adult with autism, but how instead the Act can hasten these journeys.

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

Employment Law (in Plain English)® provides both employers and employees the information they need in order to understand the law as it relates to their working relationship. This helpful guide will enable readers to identify and prevent many of the issues which can and do occur in the employment context, thus saving everyone valuable time and money and establishing a stronger workforce. While this book is not intended to replace the reader’s employment lawyer, it will provide the ability to assist one’s lawyer in litigation should the need arise. Chapters discuss a variety of topics including: Advertising for new positions and vacancies Interviewing, hiring, and other pre-employment considerations Employment contracts Union shops Collective bargaining agreements Employee handbooks First day on the job Wages hours and other terms and conditions of employment On-the-job rights and responsibilities Employee dignity, privacy, and reputation Ownership of work created by employees Private employment versus public employment Internet concerns Virtual offices Employees versus independent contractor statutes Discipline and termination of the employment relationship Dispute resolution Fringe benefits How to find a lawyer In easy-to-understand terms and with plenty of examples, this essential handbook supplies readers with invaluable insights on the legal nature of their working relationships.

Employment Law The Essential HR Desk Reference NOLO

Contemporary Employment Law, Fourth 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, concept summaries, modern topics and issues, and a clearly written narrative approach to the material. The revised Fourth Edition continues to provide the information students need in a practical and contemporary text. New to the Fourth Edition: New summary charts provide helpful overviews of complex topics: Recruitment, Selection, and Testing at the end of Chapter 2 Remedies for Discrimination Claims at the end of chapter 4 Post Hire Employment Discrimination Claims at the end of Chapter 5 Leaves of Absence at the of Chapter 11 Wage and hour claims at the end of Chapter 14 WARN Mass Layoffs and Plant Closures at the end of Chapter 14 The most up-to-date developments in employment law, with new statutes, regulations, and Supreme Court cases, including those on gender orientation and transgender status. An updated glossary which makes it easier for students to find definitions of the important terms discussed in the text. Updated forms. Professors and student will benefit from: Rich pedagogical design Landmark as well as current cases, edited to give attention to the key points while using the actual language of the court in its decision Every briefed case includes thought provoking Focus on Ethics questions Sample forms used in employment law and human resource practice are placed throughout the text and enable students to appreciate how a concept is applied in the real world. Practice problems for exam review that facilitate student learning Teaching materials Include: Instructor's Manual Test Bank PowerPoints

Employment Law: Private Ordering and Its Limitations, Fourth Edition is organized around the rights and duties that flow between parties in an employment relationship. Through cases, detailed discussion of the facts, and accessible notes and questions, this book examines the laws that are intended to balance the competing interests and contractual obligations between employer and employee. The note materials also encourage students to think critically and creatively about how best to protect the interests of workers or employers. Practitioner exercises in planning, drafting, advising, and negotiating develop transactional lawyering skills. New to the Fourth Edition: Important Supreme Court and lower court cases in key areas including the scope of "employment," whistleblower and anti-retaliation protections, anti-discrimination laws, disability and other accommodations, noncompetition agreements, and mandatory arbitration clauses Addition of cases and note materials on hot topics including employment protections in the gig economy, workplace speech protections in a time of deep social and political conflict, the workplace implications of AI and other technologies, emergent privacy and cyber security issues, and innovations in accommodating workers' lives Updated problems and exercises Streamlined case and note editing Professors and students will benefit from: Comprehensive and deep coverage of key areas of workplace regulation Practical exercises in each chapter Note materials designed to provide both context and knowledge of emergent legal and social science scholarship Thematic consistency across chapters providing a unifying framework for the discussion of disparate topic areas

Learning Employment Law provides concise and clear text, examples, and case excerpts that empower students to engage in sophisticated problem-solving regarding the most pressing issues in contemporary workplace law. The book succinctly reviews the historical backdrop of

each issue to ensure that students gain the wider understanding necessary to effectively address contemporary problems. The book is comprised of 44 independent Lessons that can be structured by the professor to highlight different themes. Students will be exposed to common law and regulatory regimes, with a focus on the new workplace challenges of the platform economy, outsourced labor, and immigrant labor. Students will gain a sophisticated understanding of the challenges facing lawyers in this rapidly developing area of the law. *Employment, Labour and Industrial Law in Australia* provides a comprehensive, current and accessible resource for the undergraduate and Juris Doctor student. With a social and political background to the law, this text provides insightful legal analysis underscored by practical business experience, while exploring key principles through a close evaluation of laws and lively discussion of prominent cases. Recognising the multi-faceted nature of the subject, the authors have included content on employment, labour and industrial law in the one text, while also presenting critical topics not often dealt with, namely: • current and in-depth analysis of trade union regulation • public work including the public sector, the judiciary and academics • workplace health and safety including worker's compensation, bullying, anti-discrimination and taxation • emerging issues including topics such as transnational and international employment law, migration and employment, as well as volunteers and work experience. To maintain currency within this rapidly changing area of law, the text has a website which will include updates for any major developments in the field as well as responses to end-of-chapter questions. Written by respected academics and practicing lawyers in the field, this book is a relevant and contemporary guide to this fascinating area of law.

Employment Law in Practice equips the reader with a thorough grounding in the substantive areas of employment law which are most frequently heard in employment tribunals, including unfair dismissal, breach of contract, discrimination, equal pay and family friendly provisions. This new edition has been fully revised and updated with all major legislative and case law developments affecting the topics covered within the manual, in particular, consideration is given to the impact of new age discrimination provisions on current anti-discrimination in employment laws. Containing a dedicated chapter specifically focusing on the regulations and procedural aspects of employment tribunals, *Employment Law in Practice* fully equips the reader with knowledge of the workings of employment tribunals which will be essential for success in practice. Adopting a highly pragmatic approach aimed at preparing the reader for practice in employment tribunals, the manual contains a specialist section guiding the reader through the completion of forms, highlighting how to deal with interlocutory stages, how to use special procedures and accurately record settlements which will strengthen their success in practice. Designed to accompany the employment law option on the Bar Vocational Course, this manual is also appropriate for anyone who might require practical and accessible guidance on conducting cases in employment law tribunals.

For courses in Employment Law, Labor Law, and Human Resource Management. Using cases and examples in every chapter, the second edition of *Employment Law* deals with this complex and controversial subject by making it easy to understand. The text is a simple approach to employment law, with a foundation of legal principles explained in the layperson's language. The principles, once learned, can be applied to understand the judges' opinions in the cases presented.

The *Labor and Employment Law* text is designed to present a comprehensive and concise survey of the law affecting the workplace. This text is intended to provide a broad overview of the area for paralegals, managers and human resources professionals. The text provides an outline of state law regarding the employment relationship itself, employment contracts, employment related tort law and workers' compensation. Most of the significant employment legislation of the 20th century has been enacted at the federal level. Because this law evolved relatively recently as a result of a variety of crises, the historical background is provided to

enhance understanding of these statutes. The chapters discussing the various federal laws provide detailed analysis of the statutes along with the most important Supreme Court cases interpreting these laws. The text itself includes a variety of study aids, including charts, tables, and forms as well as study questions and highlighted key words.

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.

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.

"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.

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.

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.

New Edition! In this fully revised edition, author James A. Matthews, III has provided a thorough and focused examination of the federal, state and local equal opportunity and employment laws governing Pennsylvania employers and employees. In addition, substantial appendices of statutes, regulations, forms and other materials have been included in this new edition. The recently published Pennsylvania Labor & Employment: Employment Discrimination text is summarized in Chapter 3 of this edition of Pennsylvania Labor & Employment Law. Summary Chapter List Chapter 1: The Employment Relationship and Employment-at-Will Chapter 2: Modification of Employment-at-Will by Contract Chapter 3: Employment Discrimination Chapter 4: Other Statutory Limitations on Employment-at-Will Chapter 5: Non-Statutory Limitations on Employment-at-Will: "Public Policy" Chapter 6: Workplace Torts Chapter 7: Employee Privacy & Freedom of Action Chapter 8: Employee Loyalty & Protection of Employer Interests Chapter 9: Wages & Hours Chapter 10: Family, Medical, & Military Leave Chapter 11: Workplace Health and Safety Chapter 12: Unemployment Compensation This area of law has evolved and become increasingly complex. Treating all of the relevant topics in a single volume became impractical. In order to provide a thorough treatment of the issues, the area of employment discrimination deserved a book of its own. Accordingly, Chapter 3 of Pennsylvania Labor & Employment Law in the first edition is now a separate title: Pennsylvania Labor & Employment Law: Employment Discrimination, published in December 2015.

This Legal Basics book is the perfect introduction to working legally with employees and independent contractors. Everyday Employment Law combines plain-English law with practical information, providing: -- frequently asked questions -- concise articles -- tips that work, traps to avoid -- "lessons from the real world" -- dozens of resources, online and off Designed for new business owners, managers and supervisors who need answers quickly, as well as professionals pursuing a career in Human Resources, Everyday Employment Law covers hiring, firing and everything in between.

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.

Law and Employment analyzes the effects of regulation and deregulation on Latin American labor markets and presents empirically grounded studies of the costs of regulation. Numerous labor regulations that were introduced or reformed in Latin America in the past thirty years have had important economic consequences. Nobel Prize-winning economist James J. Heckman and Carmen Pagés document the behavior of firms attempting to stay in business and be competitive while facing the high costs of complying with these labor laws. They challenge the prevailing view that labor market regulations affect only the distribution of labor incomes and have little or no impact on efficiency or the performance of labor markets. Using new micro-evidence, this volume shows that labor regulations reduce labor market turnover rates and flexibility, promote inequality, and discriminate against marginal workers. Along with in-depth studies of Colombia, Peru, Brazil, Argentina, Chile, Uruguay, Jamaica, and Trinidad, Law and Employment provides comparative analysis of Latin American economies against a range of European countries and the United States. The book breaks new ground by quantifying not only the cost of regulation in Latin America, the Caribbean, and in the OECD, but also the broader impact of this regulation. This text addresses human resource practices associated with each stage of the employment process--from hiring, to managing, to firing--and emphasizes the application of legal concepts to future business situations. Various features throughout the text 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. EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 4TH EDITION empowers students to understand the difference between what is legal and what is not, see and avoid potential problems, and know when to turn to a lawyer. While continuing its coverage of all the most important employment law topics, this edition has been updated to include extended coverage of a number of areas reflecting recent legislation, the issuance of new regulations, and recent case law. Some of these topics include: class action lawsuits, use of independent contractors, human trafficking, and the use of credit histories and criminal backgrounds when hiring. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The new edition of this major work is a must-buy for all students studying EU employment law. It offers comprehensive coverage of an increasingly complex subject, tackling both case law and legislation, and provides detailed analysis of the EU's Directives and their impact on employment law.

The Practical Guide to Employment Law is a comprehensive desk manual for HR managers, legal counsel, and labor and employment attorneys. It covers federal employment laws in plain-English, giving readers the practical information necessary to apply the laws, as well as providing readers with essential court cases and tips for compliance in every chapter. The Practical Guide to Employment Law includes a compliance checklist section -- where readers can learn the various laws that apply to such topics as hiring, terminations, and benefits. It also

includes a supervisory training section on several laws, including FMLA and ADA. The Practical Guide to Employment Law also includes a CD-ROM that contains reproducible pages that summarize key provisions of the major employment laws as well as quizzes on each of the laws to be administered to your staff for training purposes.

Celebrating over 30 years as the market-leading series, Blackstone's Statutes have an unrivalled tradition of trust and quality. With a rock-solid reputation for accuracy, reliability, and authority, they remain first-choice for students and lecturers, providing a careful selection of all the up-to-date legislation needed for exams and course use.

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.

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.

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