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Employment Law for Human Resource Practice
David J. Walsh 2015-01-01
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.

**Employment Law for Human Resource Practice**
David J. Walsh 2012-02-01

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.

**The SHRM Essential Guide to Employment Law**
Charles H. Fleischer 2018-04

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 thems elves 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 - Beryl Grant 2001

Students of Human Resource Management and professional managers often find the legal aspect of their study or work overly complex. This comprehensive text provides an invaluable resource to these groups, by offering an accessible explanation of employment law to non-lawyers. 'A valuable resource for non-specialist students and managers' Dr Nick Bacon, University of Nottingham Business School 'A knowledgeable and useful book on what is a complex and growing aspect of the manager's world. It has a more 'lively' feel to it than many of the standard texts on employment law' Martin Dowling, Dundee Business School, University of Abertay

Ideal for undergraduate business and management students focusing on HRM and postgraduate students on specialist HRM, CIPD and MBA courses this accessible text also provides a comprehensive and succinct introduction to all the key aspects for any professional manager dealing with employee issues.


2020-08-05 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 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

Employment Law for Human Resource Practice - David Walsh 2006-05-24 Do jobs have their own life cycles? You bet they do! EMPLOYMENT LAW AND HUMAN RESOURCE PRACTICE explains the system of human resources by focusing on the three basic stages of the employment life cycle: hiring, managing, and firing. From legal issues to methods and techniques for helping employees achieve their potential, EMPLOYMENT LAW AND HUMAN RESOURCE PRACTICE gives you all you need to succeed in class and contribute in real world employment settings. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Employment Law - Lisa Guerin 2011 "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.

Multinational Human Resource Management and the Law - Matthew W. Finkin 2013-09-30 Multinational corporations face considerable complexity in setting the terms and conditions of employment. Differing national laws prevent firms from developing consistent sets of employment policies, but, at the same time, employees are often expected...
Employment Law - Benjamin W. Wolkinson 1996

Employment Law 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. It assumes that the student and the professional needs to understand the principles underlying the law so that he or she can evaluate an organization’s decisions against those principles.

Employment Law Deskbook - Shawe & Rosenthal 2021-05-14

Written by Shawe & Rosenthal, a law firm with a nationwide practice in management labor and employment law, located in Baltimore, MD. This firm represents thirty Fortune 500 companies throughout the United States. This handy deskbook will make employment law accessible to the human resources professional. • Covers every stage of the employer/employee relationship, from the initial employment application through termination • Written in a clear, straightforward manner offering solid guidance for complying with the law and for recognizing those practices that may give rise to legal action • Discusses the entire range of important issues confronting employers: drug and alcohol testing, sexual harassment claims, employee benefits • Incorporates practical material throughout including checklists, charts, tables and sample forms • Provides a state-by-state summary of key employment-related statutes


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

Florida Employment Law Manual - Jennifer Saltz Bullock 2016-02-01

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.

**California Employment Law: an Employer's Guide**
James J. McDonald
2021-05-04 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.

**Employment Law for Business and Human Resources Professionals**
Kathryn J. Filsinger 2020 "The revised fourth edition features changes in the Employment Standards Act and Bill 148 (Fair Workplaces Better Jobs Act). Bill 148's passage also impacts the content in numerous other chapters and the changes to the ESA resulting from Bill 47 will result in updates to the Employment Standards Act chapter. "$--

**Legal Guide to Human Resources**
Steven C. Kahn
1996-12
Essentials of Employment Law - David Lewis 2004 Lewis has updated his widely recommended text to take full account of all legislative changes that have come into effect since publication of the previous edition.

Employment Law in Ireland - Terry Gorry
2014-09-27 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 in Context** - Brian Willey 2003
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.

**Safety and Human Resource Law for the Safety Professional** - Thomas D. Schneid 2019-03-20 The purpose of this text to provide a "one stop" source for safety professionals to acquire a general knowledge regarding not only the OSH Act but also laws and standards which impact the safety profession on a daily basis. The safety professional today does not work in a vacuum and decision-making can be impacted by a myriad of other laws. This new book will be the safety professional’s "go to" text to acquire a quick understanding of the particular law potentially impacting his/her daily activities. Features Includes safety laws as well as human resource laws Presents new OSHA whistleblower actions Encompasses updated contractor requirement under Wage and Hour laws Covers new NLRA decisions and actions Addresses e-commerce and social media issues involving the safety function

**Employment Law Handbook** - Daniel Barnett 2008 This new edition has been updated to take account of legislative and other developments including the Age Discrimination 2006 Regulations, the Corporate Manslaughter and Corporate Homicide Act 2007, the changes to dispute resolution procedures, and the impact of the Work and Families Act 2006.

**Complete Guide to Human Resources and the Law, 2020 Edition** - Shilling 2019-08-23 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

**Employment Law**-Benjamin W. Wolkinson 2008
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.

**Perils and Pitfalls of California Employment Law** - Matthew S. Effland
2014-10-01 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.
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.

**Employment Law** - Elizabeth Aylott 2018-09-03 While recognized to be an important system that regulates the relationship between employers and employees, to many, the world of employment law can seem complex and confusing. Employment Law is a clear and practical guide to understanding and applying the law effectively at work in the UK. It offers a complete overview of the fundamentals of employment law, exploring its importance for an organization, its employees and the HR function. Using a combination of practical tools, checklists, case studies and real-life examples, it builds legal knowledge in key areas including recruitment, contracts, discrimination, equal pay, health and safety and managing the end of the employment relationship. This fully revised second edition of Employment Law is updated to include the latest developments and changes in law and HR perspectives. It contains new material on employment statuses, Gender Pay Gap Reporting, Shared Parental Leave, the General Data Protection Regulation (GDPR), and disability discrimination, which is supported by updated case studies and a suite of new online resources. HR Fundamentals is a series of succinct, practical guides for students and those in the early stages of their HR careers. They are endorsed by the Chartered Institute of Personnel and Development (CIPD), the UK professional body for HR and people development, which has over 145,000 members worldwide.

**California Public Sector Employment Law** - Bruce Barsook 2021-06-18 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.

**Essentials of Human Resource Management** - Shaun Tyson 2012-06-14

Essentials of HRM combines a commentary on organizational behaviour with an explanation of human resource management techniques, and also acts as an introduction to industrial relations. It will prove an invaluable aid to those studying for professional qualifications, such as Membership of the Institute of Personnel Management or the Diploma in Management Studies, and for students on general business or social service courses. Equally, the practising manager will find this book a useful and practical guide.


**Principles of Management** - David S. Bright Principles of Management is designed to meet the scope and sequence requirements of the introductory course on management. This is a traditional approach to management using the leading, planning, organizing, and controlling approach.
Management is a broad business discipline, and the Principles of Management course covers many management areas such as human resource management and strategic management, as well behavioral areas such as motivation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters.

Introduction to Employment Law-Kathy Daniels 2019-01-03 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.
New York Employment Law 2019 - Daniel Cohen
2018-11-28 New York Employment Law, by Daniel A. Cohen (Walden Macht & Haran LLP) and Joshua Feinstein (Hodgson Russ LLP), provides a fresh, and practical overview of relevant statutes and governing case law, explaining the interplay between state, local, and federal requirements. It identifies and follows path-breaking developments presently shaping this area of law. Among other critical topics, it addresses the employment contract; common law duties of loyalty; restrictive covenants; wage and hour laws and ordinances, including minimum wage and overtime requirements; laws against discrimination based on characteristics such as race, sex, sexual orientation, disability, age, and religion; employee leave requirements; whistleblower laws; torts in the workplace, including employer liability to third parties and workers' compensation; protected speech and privacy; reductions in force; and unemployment insurance.

Organized as a one-volume desk reference, New York Employment Law: Tracks the body of law you need to follow year to year. Narrows the focus before more costly research is employed by your associates. Provides practical suggestions and expert commentary. Views your matter through the eyes of respected colleagues and adversaries. Examines steps employers can take to avoid litigation. Identifies workplace policies that minimize liability. New York Employment Law: Updates, briefs and informs employment attorneys, business litigators, General Counsel Advises human resource professionals as they interact with their legal departments. Informs and equips general practitioners without an extensive law library. New York Employment Law analyzes in detail key provisions of New York employment statutes, including the New York Labor Law, the New York State Human Rights Law, the New York False Claims Act, the New York Worker Adjustment Retraining Notification Act,
and the New York Unemployment Insurance Law. In addition, this book includes an extensive discussion of local law requirements, including the significant body of case law addressing the unique requirements of the New York City Human Rights Law. This resource further highlights critical differences between New York law and major federal statutes, including Title VII of the Civil Rights Act of 1964 (as amended), the American with Disability Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the Family and Medical Leave Act, and First Amendment case law.

Employment Law and Human Resource Issues in Law Firms and Professional Partnership- 1993

Elgar Introduction to Theories of Human Resources and Employment Relations-Keith Townsend 2019 This Elgar Introduction provides an overview of some of the key theories that inform human resource management and employment relations as a field of study.

Labor and Employment in California: A Guide to Employment Laws, Regulations, and Practices- Steven B. Eggleston 2019-05-17 Labor and Employment in California provides easy-to-understand overviews and explanations of complex labor and employment law issues facing today's employers. It covers issues ranging from hiring to termination, helping you to keep pace with the rapid evolution of law on the state and federal level. Practical tips and lists help bring many important labor and employment concepts into even sharper focus.

Fourth Edition Employment Law for Washington State a Primer- James Hopkins 2018-05-03 In today's world economy Human Resource Professionals, Managers and Supervisors are required to
make decisions faster and provide rapid turnaround of information regarding employees. Information will come from the many stakeholders in the organization, such as customers, employees, unions and governmental agencies, all this requiring these individuals to collect and distill the salient points quickly in order to reinforce employee behavior. Human Resource Professionals, Managers and Supervisors must also provide employees with the proper information required of them to accomplish their assigned tasks. Today's Human Resource Professionals, Managers and Supervisors are therefore required to be knowledgeable of the laws that affect human resource and/or labor management regardless of her/his degree of experience in human resource matters. This knowledge forms the structure that they must operate within when dealing with the employees in their care. This fourth edition brings into one place the general knowledge to accomplish this difficult task.

ASPA Handbook of Personnel and Industrial Relations - Dale Yoder 1977

Solve Employee Problems Before They Start - Scott Warrick 2019

With compassion, clarity, and conviction (and a dash of comedy for good measure) popular speaker and employment law attorney Scott Warrick distills conflict resolution to just three simple moves: Empathic Listening, Parroting, and Rewards (EPR). Because no one can use their EPR skills unless they can control themselves, he also shows you how to become an Emotionally Intelligent communicator, as mental toughness is a critical component in resolving conflict. The formula is simple: if you can control yourself, you can learn and master EPR skills to resolve any conflict in any situation -- and build durable trust with others, in your personal life and throughout your organizations, along the way.
Jeffrey L. Hirsch 2020-12-18
This single-volume desktop reference provides basic information concerning the laws, regulations, and policies affecting labor and employment in Rhode Island. The book may be used to help develop personnel policies and as a resource for answers to questions on employment law issues. It offers solid guidance on important new procedures and potential sources of liability and keeps you abreast of important regulations governing all aspects of the employer-employee relationship - from hiring to termination or retirement. This eBook features links to Lexis Advance for further legal research options.

State by State Guide to Human Resources Law
Ronald M. Green 2016-12-21
State-by-State Guide to Human Resources Law is the most comprehensive, authoritative guide to the employment laws of the 50 states and the District of Columbia. It is designed to provide quick access to each state's laws on the expanding number of issues and concerns facing business executives and their advisors--the professionals in HR, compensation, and employee benefits who work in multijurisdictional environments. This #1 guide to HR law in every state will help you to: Find accurate answers - fast - with our easy-to-use format and full citation to authority Compare and contrast employment laws between states Ensure full regulatory compliance - and avoid legal entanglements Get instant access to clear coverage of key topics, including state health care reform initiatives, FMLA, same-sex unions, workers' comp - and much more! And much more! State by State Guide to Human Resources Law, 2017 Edition has been updated to include: In-depth coverage of the Supreme Court's recent same-sex marriage decision and its implications for employment law Discussion of three
important Title VII cases involving pregnancy discrimination, religious discrimination, and the EEOC's statutory conciliation obligation. Analysis of private sector employment discrimination charges filed with the EEOC during FY 2014, including charge statistics, with a breakdown by type of discrimination alleged. Coverage of recent state and federal legislative efforts to prohibit employers from requiring employees and job applicants to disclose their passwords to social media and private e-mail accounts as a condition of employment. Discussion of the Supreme Court's recent PPACA decision and its effect on the federal and state health insurance exchanges. Update on the Domestic Workers' Bill of Rights, now enacted in six states. Coverage of the growing trend to raise state minimum wage rates and to increase penalties for violations of wage and hour laws. Update on workplace violence prevention efforts and related issues. Coverage of state laws requiring employers to provide pregnant workers with reasonable accommodations, including longer or more frequent rest periods. And much more.

From Hello to Goodbye- Christine V. Walters 2017
From Hello to Goodbye is the HR professional's complete guide to understanding the various ways business relationships end, managing disability and leave issues, properly classifying workers, maintaining an inclusive workplace, increasing retention, and avoiding litigation. The second edition has been updated to reflect new research and best practices in addition to recent legal and regulatory compliance complexities.