

File Type PDF Employment
Regulation In The Workplace

Employment Regulation In The Workplace

Labor lawyer Paul Weiler examines the social and economic changes that have

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profoundly altered the legal framework of the employment relationship. He not only discusses a wide range of issues, from wrongful dismissal to mandatory drug testing and pay equity, but he also develops a blueprint for the reconstruction of the law of the workplace, especially designed to give

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American workers more effective representation.

This single-volume desktop reference is a general guide to all aspects of employment as governed by both federal & California law -from hiring through termination. It is designed to serve as a day-to-day practical

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reference manual for owners, executives, & managers on topics such as hiring, sexual harassment, wage & labor law, OSHA, & discrimination. This book gives you everything you need, pulled together in one place, on the federal & state requirements to insure that your company is in full compliance

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with employment laws. Notable changes in the latest supplement include: 1) a new section on health benefits for part-time employees, 2) the 1999 statutory amendment establishing criminal penalties for an employer who makes an audio or video recording of an employee in a locker room,

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restroom, or any area designated for changing clothes, 3) a new section on common mistakes made by employers facing wrongful termination or demotion claims, 4) a new section on defamation as it relates to employee to employer or co-employee communications, 5) a new section on an employee's obligation to

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timely report sexual harassment or be barred from suit, 6) & the latest employment case law.

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

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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

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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

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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

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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

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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

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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*

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“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*

Any employee can sue any employer at any time, and for just about any reason.

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There is no such thing as a bulletproof personnel decision. It's no wonder businesses fear lawsuits from employees—they are costly in terms of time, money, and distraction. But fear not. *The Employer Bill of Rights: A Manager's Guide to Workplace Law* is a practical handbook designed to help

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managers and business owners navigate the ever-changing maze of labor and employment laws, rules, and regulations. Following its practical guidelines will help you deter most lawsuits and place you in the best possible position to defend those that ultimately are filed. Your expert guide,

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employment attorney Jonathan T. Hyman, shows you how to assert your rights to protect your investment in people, operations, facilities, and other assets—all with any eye to maintaining a more productive, harmonious, and profitable workplace. In addition, The Employer Bill of Rights: Explains in

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practical and plain language the key legal issues that managers face on a daily basis in managing their employees. Describes how to make personnel decisions that will help you avoid costly litigation. Explains the who, what, why, when, where, and how of each of the major federal employment

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discrimination acts. Tackles cutting-edge human resources issues such as wage-and-hour disputes and managing social media in the workplace. Shows how to hire and fire employee without the fear of an expensive discrimination lawsuit. Describes how to control your operations by implementing legal

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policies and procedures related to plant shut downs, employee scheduling, work rules, and the maintenance of confidential, critical information.

Proposes recordkeeping practices designed to support your decisions.

Shows why you should follow the Golden Rule in all personnel matters

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with your employees. No personnel decision or policy is litigation-proof, but The Employer Bill of Rights: A Manager's Guide to Workplace Law will help you make informed decisions to hedge against and avoid the biggest blunders and errors that too often result in expensive and time-consuming

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lawsuits.

Work Law: Cases and Materials,
Second Edition

From Self-regulation to Co-regulation

Ask a Manager

International and Comparative

Employment Law Cases and Materials

Employment Regulation in the

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Workplace

A less-expensive grayscale paperback version is available. Search for ISBN 9781680923018. Business Law I Essentials is a brief introductory textbook designed to meet the scope and sequence requirements of

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courses on Business Law or the Legal Environment of Business. The concepts are presented in a streamlined manner, and cover the key concepts necessary to establish a strong foundation in the subject. The textbook follows a traditional approach to the

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study of business law. Each chapter contains learning objectives, explanatory narrative and concepts, references for further reading, and end-of-chapter questions. Business Law I Essentials may need to be supplemented with additional

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content, cases, or related materials, and is offered as a foundational resource that focuses on the baseline concepts, issues, and approaches.

"An A-Z reference encyclopedia, with more than 200 entries defining and explaining

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employment and labor law topics. The entries combine a summary of the law with real life case references, pop culture references, and statistics and trends"--Provided by publisher. This textbook acquaints readers with the major federal statutes

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and regulations that control management and employment practices in the American workplace. The material is presented from the perspective that the human resource professional is the employer's representative and is, therefore,

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responsible for protecting the employer's interests and reducing the employer's exposure to litigation through monitoring activities and viable employee policies. The book is designed as a tool for today's business and management professionals, and

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unlike some other texts in the field, maintains a pro-business or pro-management approach. The authors have skilfully crafted Employment Regulation in the Workplace to be an effective learning tool. Each chapter opens with learning objectives and an

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example scenario, and each chapter contains plenty of illustrative figures, boxes, and diagrams. Chapters conclude with a listing of key terms, questions for discussion, and two case exercises. The book also includes a comprehensive bibliography.

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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

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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

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(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.

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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

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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.

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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

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“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

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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 -

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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
Business Law I Essentials

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The Employer Bill of Rights
Employment in Washington: A
Guide to Employment Laws,
Regulations and Practices 4th
Edition

Employment Regulation for the
Changing Workplace
Labor and Employment in

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California

Employment Law

introduces students to
major issues and
problems in labor policy
and the practice of
employment law, moving

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from one practical or
policy area to the next,
recalling and expanding
students' understanding
or basic legal
principles in particular
contexts, and

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introducing laws
specially designed for
the protection of
employees and other
individual workers.

Updates to the Fourth
Edition: **Materials**

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current through early
2018 and the early Trump
Administration Updated
materials on employee
status and joint
employers in the sharing
and gig economy New

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materials on interns and
other student workers
proof and rebuttal of
mixed motive
discrimination on the
basis of sexual identity
and orientation the

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“personal comfort”
doctrine in workers’
compensation law testing
for prescription drugs
and “direct observation”
rules Employee
“concerted action” in

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“dealing” with employer,
including use of social
media Updates on the
impact of the Affordable
Care Act on employee
benefit plans the impact
of Marijuana legal

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reform employer
electronic surveillance
of employees
Developments in the law
of tortious interference
With the forces of
globalization as a

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backdrop, this casebook develops labor and employment law in the context of the national laws of nine countries important to the global economy - the US,

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Canada, Mexico, UK,
Germany, France, China,
Japan and India. These
national jurisdictions
are highlighted by
considering
international labor

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standards promulgated by
the International Labor
Organization as well as
the rulings and
standards that emerge
from two very different
regional trade

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arrangements - the labor side accord to NAFTA and the European Union.

Across all these different sources of law, this book considers the law of individual

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employment, collective labor law dealing with unionization as well as the laws against discrimination, the laws protecting privacy and the systems used to

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resolve labor and
employment disputes.
This is the first set of
law school course
materials in English
covering international
and comparative

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employment and labor
law.

This reference was
written for business
owners, personnel
directors, general
managers, and human

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resource staff persons
who manage Florida
employees on a daily
basis. It provides basic
information concerning
the laws, regulations,
and policies affecting

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labor and employment in Florida and may be used in the development of a personnel policy and as a resource for employment law issues. It offers solid guidance

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on important new
procedures and potential
sources of liability and
gives you everything you
need on the federal and
Florida compliance
requirements, pulled

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together in one place.
Employment Law, 2nd
edition examines the
relevant statutes,
judicial decisions,
executive orders, and
administrative policies

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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,

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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

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against those
principles. A practical
but rigorous guide to US
employment law,
thoroughly updated for
this second edition
Includes wide use of

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case material and
administrative
regulation, including
new cases illustrating
the continued
application of disparate
treatment and disparate

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impact analysis, and more current examples of grooming Each chapter covers historical, social and economic factors giving rise to government intervention

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in employment
relationship; evaluates
relevant law policy;
discusses of basic legal
principles; and
considers how law
affects HR management

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Includes new material on
gender and leave issues
in employment; EEO
classifications;
employment of the
handicapped; courts and
affirmative-action;

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employer involvement in
employee non-work
activities; drug testing
and the law; and
inclusion of recent
legal doctrine. Oriented
both to students taking

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a course in employment
law and to human
resources professionals
who need to deal daily
with matters that have
legal significance.

Wages in New York City

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State Minimum-wage Laws
Employment in Florida:
Guide to Employment
Laws, Regulations and
Practices
The Future of Labor and
Employment Law

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Your Rights in the Workplace

*From Widgits to Digits is
about the changing nature
of the employment
relationship and its
implications for labor and*

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employment law. For most of the twentieth century, employers fostered long-term employment relationships through the use of implicit promises of job security, well-

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defined hierarchical job ladders, and longevity-based wage and benefit schemes. Today's employers no longer value longevity or seek to encourage long-term attachment between

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the employee and the firm. Instead employers seek flexibility in their employment relationships. As a result, employees now operate as free agents in a boundaryless workplace,

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in which they move across departmental lines within firms, and across firm borders, throughout their working lives. Today's challenge is to find a means to provide workers

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*with continuity in wages,
on-going training
opportunities, sustainable
and transferable skills,
unambiguous ownership of
their human capital,
portable benefits, and an*

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*infrastructure of support
structures to enable them
to weather career
transitions.*

*Employment Law: Private
Ordering and Its
Limitations, Fourth*

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Edition is organized around the rights and duties that flow between parties in an employment relationship. Through cases, detailed discussion of the facts, and

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accessible notes and questions, this book examines the laws that are intended to balance the competing interests and contractual obligations between employer and

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employee. The note materials also encourage students to think critically and creatively about how best to protect the interests of workers or employers. Practitioner

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exercises in planning, drafting, advising, and negotiating develop transactional lawyering skills. New to the Fourth Edition: Important Supreme Court and lower court

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cases in key areas including the scope of “employment,” whistleblower and anti-retaliation protections, anti-discrimination laws, disability and other

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*accommodations,
noncompetition agreements,
and mandatory arbitration
clauses Addition of cases
and note materials on hot
topics including
employment protections in*

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*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*

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*security issues, and
innovations in
accommodating workers'
lives Updated problems and
exercises Streamlined case
and note editing
Professors and students*

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will benefit from:

Comprehensive and deep coverage of key areas of workplace regulation

Practical exercises in each chapter

Note materials designed to

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provide both context and knowledge of emergent legal and social science scholarship Thematic consistency across chapters providing a unifying framework for the

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*discussion of disparate
topic areas*

*Human resource compliance
in today's increasingly
complex legal environment
has become a critical
component of all HR*

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activities. This text will acquaint readers with the major federal statutes and regulations that control management and employment practices in the American workplace. It is designed

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*as a tool for management
and business
professionals, and the
material is presented from
a pro-business perspective
of protecting the
employer's interests and*

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reducing exposure to litigation through monitoring activities and viable employee policies. "Employment Regulation in the Workplace" includes many features that make it

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an effective learning tool. Each chapter opens with learning objectives and an example scenario, and contains numerous figures, boxes, and diagrams. Chapters

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conclude with listings of key terms, questions for discussion, and case exercises. The book also includes a comprehensive bibliography. It can be used for a wide variety of

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courses in Employee Relations and Employment Law at both the graduate and undergraduate levels. An online Instructor's Manual with test questions, chapter

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outlines, case notes, PPT presentations, and more is available to adopters.

The first casebook covering both international and comparative labor and

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employment law is characterized by its authorship by prolific, respected scholars, all of whom have taught law outside the United States. A solid conceptual

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framework compares national laws dealing with individual collective employment rights, including antidiscrimination law and privacy law, and considers

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the systems used to resolve labor and employment disputes in the context of international labor law. A sweeping coverage of international labor law considers the

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International Labour Organization, NAFTA and other bilateral trade agreements that include labor standards, and the European Union. In addition, The Global

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Workplace explores transnational corporations' self-regulatory efforts (or codes of conduct,) and the mechanisms for pursuing international labor

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standards in United States courts. Comparisons are drawn among the laws of the United States, Canada, Mexico, the United Kingdom, Germany, France, China, Japan and India.

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Exploring the similarities and the differences among various approaches to the employment relationship allows students to better understand and evaluate the approach each country

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takes, and helps them develop a normative approach to labor and employment law. National legal materials are presented within historical and cultural

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*context. Hallmark features
of The Global Workplace:
International and
Comparative Employment
Law: First casebook
covering both
international and*

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comparative labor and employment law Authorship o prolific, respected scholars o all of the authors have taught law outside the United States Conceptual framework o

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compares national laws dealing with individual collective employment rights o including antidiscrimination law and privacy law o considers the systems used to

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*resolve labor and
employment disputes in the
context of international
labor law Broad coverage
of international labor law
o International Labour
Organization o NAFTA and*

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other bilateral trade agreements that include labor standards o the European Union o comparison of the laws of the United States, Canada, Mexico, the United

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*Kingdom, Germany, France,
China, Japan and India o
transnational
corporations' self-
regulatory efforts (or
codes of conduct) o
mechanisms for pursuing*

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international labor standards in United States courts Explores the similarities and the differences among various approaches to the employment relationship o

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allows students to better understand and evaluate the approach each country takes o helps develop a normative approach to labor and employment law o national legal materials

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*are contextualized with
historical and cultural
issues*

*Labor and Employment in
New Hampshire: Guide to
Employment Laws,
Regulations and Practices*

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2nd Edition

Texas Employment Law

*The Workplace Rights of
Employees and Employers*

Pennsylvania Labor &

Employment Law

Regoverning the Workplace

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This updated edition offers a fresh approach to the law governing employment relations, emphasizing the contemporary policy themes of social inclusion, competitiveness, and the rights of citizenship in the workplace. It acts as a succinct and accessible overview for those new to the subject as well as an excellent

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summary for students. Employment Law covers all the main areas of the subject including contracts of employment, anti-discrimination law, trade unions, industrial action, and human rights in the workplace. It also discusses how UK law, under the influence of EU law and international protection of human rights, has been

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transformed for the twentieth-first century by pursuing new goals such as helping to achieve a better balance between work and life, to improve the competitiveness of business through partnership institutions, and to provide superior protection for the basic rights of employees in the workplace. Offering frequent comparisons

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with the law of other countries, including the United States, the book also discusses the effectiveness of employment regulation as well as examining the different national and transnational methods available.

This original book seeks to shape current trends toward employer self-regulation

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into a new paradigm of workplace governance in which workers participate. The decline of collective bargaining and the parallel rise of employment law have left workers with an abundance of legal rights but no representation at work. Without representation, even workers' legal rights are often under-enforced. At

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the same time, however, many legal and social forces have pushed firms to self-regulate--to take on the task of realizing public norms through internal compliance structures. Cynthia Estlund argues that the trend toward self-regulation is here to stay, and that worker-friendly reformers should seek not to stop that trend but to steer it by

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securing for workers an effective voice within self-regulatory processes. If the law can be retooled to encourage forms of self-regulation in which workers participate, it can help both to promote public values and to revive workplace self-governance. This textbook acquaints readers with the major federal statutes and regulations that

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control management and employment practices in the American workplace. The book is designed as a tool for today's business and management professionals, and unlike some other texts in the field, maintains a pro-business or pro-management approach.

The SHRM Essential Guide to

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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

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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,

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highlights key issues, and provides specific examples and suggestions to help make the employer-employee relationship run more smoothly. The Second Edition features scores of updates and new content, including:

- * New NLRB rules*
- New state law limitations on inquiring about salary history*
- Compliance

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for telework* Lawfulness of provisions in severance and release agreements*

Department of Labor's change of position on volunteer workers* New state laws limiting or prohibiting non-compete agreements* and much more!

Employment Law and Works Councils of the Netherlands

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Cases and Materials

A Manager's Guide to Workplace Law

International and Comparative

Employment Law - Cases and Materials

A Guide to Employment Laws,

Regulations, and Practices

New Edition! In this

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*fully revised edition,
author James A.
Matthews, III has
provided a thorough and
focused examination of
the federal, state and
local equal opportunity*

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and employment laws governing Pennsylvania employers and employees. In addition, substantial appendices of statutes, regulations, forms and other materials have

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*been included in this
new edition. The
recently published
Pennsylvania Labor &
Employment: Employment
Discrimination text is
summarized in Chapter 3*

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*of this edition of
Pennsylvania Labor &
Employment Law. Summary
Chapter List Chapter 1:
The Employment
Relationship and
Employment-at-Will*

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*Chapter 2: Modification
of Employment-at-Will by
Contract Chapter 3:
Employment
Discrimination Chapter
4: Other Statutory
Limitations on*

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Employment-at-Will
Chapter 5: Non-Statutory
Limitations on
Employment-at-Will:
"Public Policy" Chapter
6: Workplace Torts
Chapter 7: Employee

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*Privacy & Freedom of
Action Chapter 8:
Employee Loyalty &
Protection of Employer
Interests Chapter 9:
Wages & Hours Chapter
10: Family, Medical, &*

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*Military Leave Chapter
11: Workplace Health and
Safety Chapter 12:
Unemployment
Compensation This area
of law has evolved and
become increasingly*

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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

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*discrimination deserved
a book of its own.*

*Accordingly, Chapter 3
of Pennsylvania Labor &
Employment Law in the
first edition is now a
separate title:*

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*Pennsylvania Labor &
Employment Law:
Employment
Discrimination,
published in December
2015.
Employees: Learn your*

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*rights! Your Rights in
the Workplace is an
invaluable reference for
every employee. Whether
you have questions about
your paycheck,
discrimination, layoffs,*

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or benefits, you'll find answers here. Get the facts on: drug and other workplace testing sexual harassment wrongful termination wages and overtime sex, race, age,

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*and disability
discrimination family
and medical leave on-the-
job safety and health
health insurance and
retirement plans, and
unemployment,*

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disability, and workers' compensation insurance. Your Rights in the Workplace also contains nearly 20 charts on state-specific employment laws,

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including those on equal pay, use of criminal records, paid sick leave, social media passwords, medical and recreational marijuana, and more.

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From Widgits to Digits is about the changing nature of the employment relationship and its implications for labor and employment law. For most of the twentieth

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century, employers fostered long-term employment relationships through the use of implicit promises of job security, well-defined hierarchical job

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ladders, and longevity-based wage and benefit schemes. Today's employers no longer value longevity or seek to encourage long-term attachment between the

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employee and the firm. Instead employers seek flexibility in their employment relationships. As a result, employees now operate as free agents

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in a boundaryless workplace, in which they move across departmental lines within firms, and across firm borders, throughout their working lives. Today's challenge

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is to find a means to provide workers with continuity in wages, on-going training opportunities, sustainable and transferable skills,

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unambiguous ownership of their human capital, portable benefits, and an infrastructure of support structures to enable them to weather career transitions.

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During the middle third of the 20th century, workers in most industrialized countries secured a substantial measure of job security, whether through

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legislation, contract or social practice. This “standard employment contract,” as it was known, became the foundation of an impressive array of

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*rights and entitlements,
including social
insurance and pensions,
protection against
unsociable working
conditions, and the
right to bargain*

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collectively. Recent changes in technology and the global economy, however, have dramatically eroded this traditional form of employment. Employers

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now value flexibility over stability, and increasingly hire employees for short-term or temporary work. Many countries have also repealed labor laws,

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*relaxed employee
protections, and reduced
state-provided benefits.
As the old system of
worker protection
declines, how can labor
regulation be improved*

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*to protect workers? In
Rethinking Workplace
Regulation, nineteen
leading scholars from
ten countries and half a
dozen disciplines
present a sweeping tour*

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of the latest policy experiments across the world that attempt to balance worker security and the new flexible employment paradigm.

Edited by noted socio-

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*legal scholars Katherine
V.W. Stone and Harry
Arthurs, Rethinking
Workplace Regulation
presents case studies on
new forms of dispute
resolution, job training*

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programs, social insurance and collective representation that could serve as policy models in the contemporary industrialized world.

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The volume leads with an intriguing set of essays on legal attempts to update the employment contract. For example, Bruno Caruso reports on efforts in the European

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*Union to
“constitutionalize”
employment and other
contracts to better
preserve protective
principles for workers
and to extend their*

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legal impact. The volume then turns to the field of labor relations, where promising regulatory strategies have emerged.

Sociologist Jelle Visser

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offers a fresh assessment of the Dutch version of the 'flexicurity' model, which attempts to balance the rise in nonstandard employment

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with improved social protection by indexing the minimum wage and strengthening rights of access to health insurance, pensions, and training. Sociologist

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Ida Regalia provides an engaging account of experimental local and regional “pacts” in Italy and France that allow several employers to share temporary

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workers, thereby providing workers job security within the group rather than with an individual firm. The volume also illustrates the power of governments

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*to influence labor
market institutions.
Legal scholars John Howe
and Michael Rawling
discuss Australia's
innovative legislation
on supply chains that*

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holds companies at the top of the supply chain responsible for employment law violations of their subcontractors. Contributors also

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analyze ways in which more general social policy is being renegotiated in light of the changing nature of work. Kendra Strauss, a geographer, offers a

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wide-ranging comparative analysis of pension systems and calls for a new model that offers “flexible pensions for flexible workers.” With its ambitious scope and

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*broad inquiry,
Rethinking Workplace
Regulation illustrates
the diverse innovations
countries have developed
to confront the policy
challenges created by*

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the changing nature of work. The experiments evaluated in this volume will provide inspiration and instruction for policymakers and advocates seeking to

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*improve worker's lives
in this latest era of
global capitalism.*

*Philosophical
Foundations of Labour
Law*

The Essential HR Desk

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Reference

Rethinking Workplace

Regulation

Employment Law

*New Problems in the
Workplace*

Employment in Washington: A Guide

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to Employment Laws, Regulations, and Practices is a concise, readable guidebook on the complex issues facing today's employers. You will want to keep it by the phone, and take it to meetings or to the courtroom. It will assist in decision-making and offer solid guidance on key issues and

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potential areas of liability such as: •
Discrimination and Sexual Harassment
• Family/Medical Leave • Drug and
Alcohol Testing • Benefits Don't
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This essential reference covers all the basic information on the laws, regulations and policies affecting labor and employment in Georgia. Find the answers to all your employment law questions with this guide's easy-to-understand format, everyday language, and practical examples.

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Regular supplementation assures you accurate, timely information regarding any Georgia or federal employment regulation. This eBook features links to Lexis Advance for further legal research options.

The law of work has evolved as a patchwork of legal interventions in the

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labor market, sometimes by statute, and sometimes through the common law of judicial decisions. Most law school curricula divide the law of work into three topical areas--Labor Law, Employment Law, and Employment Discrimination--and offer separate courses in each area. Labor law in the

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United States is understood to encompass the study of the National Labor Relations Act, the law governing union organizing and collective bargaining. It is the law of collective rights at work. Employment law refers to the statutes and common law governing individual rights at work. It

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ranges from minimum standards legislation to judicially created doctrines based in tort and contract law. Employment discrimination law deals with the statutes and interpretative case law advancing the antidiscrimination norm in the workplace. These statutes address the

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problem of status discrimination at work (e.g., discrimination on the basis of race, sex, national origin, ethnicity, religion, disability, or sexual orientation). A comprehensive study of the law of work also provides an opportunity to assess critically what form enforcement of rights should

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take. Should conflicts between employers and employees be channeled into private resolution systems such as collective bargaining or contractual arbitration, or is the public interest sufficient to justify committing administrative, judicial and legislative resources to it? What is the

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significance of casting employee rights as collective--and therefore entrusting their enforcement to an employee representative such as a union--versus conceptualizing them as individual? Must such a collective representative be independent of the employer, or do employer-initiated employee

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committees further worker voice just as effectively? Doesn't history also warn of the risks of subordinating individual interests to those of the collective, particularly in the context of a diverse workforce with minority groups characterized by race, ethnicity or gender? Accordingly, the casebook

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is called " Work Law" and it endeavors to present basic materials on each system of labor market regulation. The book identifies core themes of conflict and concern in the workplace, canvass the governing law, and offer a vantage point for assessment. Several themes furnish the organizing structure for the

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book. The book asks how law should mediate the perennial conflict between employer and employee rights; what difference it makes whether employee rights are conceptualized individually or collectively; what significance the increasing racial, ethnic, and gender diversity of the workforce should have

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for legal policy; whether dispute resolution systems should be privatized (via collective bargaining or individual contract) or remain in the public fora (courts and legislatures); and whether law is the most effective way to address interests of employers and employees (as contrasted, for

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example, with human resource practices, employer initiatives, or employee self-help measures). The book will be most useful in Employment Law courses that address the significance of conceptualizing rights at work individually as opposed to collectively. Its strength is its refusal

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to categorize the law of the workplace in doctrinal boxes that may be out-of-date by the time the book reaches maturity. The book adverts to Labor Law principles at a number of points throughout the book, but at a policy level rather than a doctrinal level, as a way of introducing and evaluating an

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alternative model of employee representation; the book does not assume any knowledge of Labor Law on the part of teacher or student and makes no effort to provide a satisfactory substitute for a Labor Law text. The book offers some detail in the law of Employment Discrimination but

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does so primarily with an eye toward surveying the field and assessing antidiscrimination regulation as a response to an increasingly diverse workforce, rather than providing an in-depth study of Employment Discrimination principles. The text surveys the existing legal landscape,

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but it does not stop there. Work Law is an exciting and intellectually stimulating practice area because it is of necessity in a constant state of flux, responding to labor market innovations. Flexibility in thinking is vital to this area of practice.

"This book gives employers a clear

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understanding of Dutch employment law, with practical and legal information on the hiring and firing of employees, terms and conditions of employment, workplace issues, and the rights of works councils. It offers practical guidance to in-house counsel and lawyers who deal with Dutch

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labour law and codetermination issues, and also serves to facilitate communication between foreign business persons and their Dutch counsel." "This is a handbook for Dutch employers, in-house counsel, and employment and labour lawyers representing foreign companies with

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business interests in the Netherlands."

--Book Jacket.

Understanding Employment Law

The Essential Guide to Federal

Employment Laws

A Guide to Hiring, Managing, and

Firing for Employers and Employees

Joint Hearing Before the

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Subcommittee on Oversight and
Investigations of the Committee on
Economic and Educational
Opportunities and the Subcommittee
on Regulation and Paperwork of the
Committee on Small Business, House
of Representatives, One Hundred
Fourth Congress, First Session,

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Hearing Held in Washington, DC,
February 2, 1995

The SHRM Essential Guide to
Employment Law

**The first book to explore
the philosophical
foundations of labour law**

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in detail, including topics such as the meaning of work, the relationship between employee and employer, and the demands of justice in the workplace.

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Employers everywhere today must delicately balance the need to maintain a safe and proper workplace with employees rights and the risk of liability. The fact that new technologies

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**make it easier for
employers to monitor their
employees whereabouts,
communications, and
activities only serves to
make the issue more acute.
Now, in this collection of**

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essays by outstanding scholars and practitioners in U.S. labour law and practice, employers and their legal counsel will find a broad array of important contributions to

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the law and study of workplace privacy. Based on papers delivered at the 58th annual labour conference of the New York University Center on Labor and Employment Law, this

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**book reflects and analyzes
recent developments,
providing the best
comprehensive work on U.S.
workplace privacy. How far
should employers be
allowed to go in**

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**monitoring employers?
Where do employers rights
to run their businesses
end and employees privacy
rights begin? Is the
existing law sufficient to
resolve recurring**

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conflicts? These are among the big questions tackled in these articles. Among the many specific issues covered are the following: use of global positioning systems (GPS) in tracking

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**employees; background
checking for job
applicants; email
monitoring; physical
monitoring of employees;
scope and lawfulness of so-
called lawful activity**

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laws; employer involvement in employees nonworkplace behaviour (e.g., drug testing); employees rights of association; regulation of fraternizing and dating among employees; employee

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**privacy issues in employer-
union bargaining; privacy
issues in public sector
employment; privacy issues
and threats of terrorism;
and efforts by employers
to verify employees**

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**nationality and
immigration status.
Authors pay special
attention to fast-break
developments such as in
the extraterritorial reach
of the European Union s**

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**data protection directive
and the current status of
the U.S. National Labor
Relations Board s Register-
Guard decision. A special
feature is a very early
draft of a chapter of the**

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**forthcoming Restatement
(Third) of Labor and
Employment Law made
available through the
graces of the American Law
Institute on the U.S.
common law of employee**

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privacy rights. As always, this important annual publication offers definitive current scholarship in its theme area of labour and employment law. As such,

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it will be of inestimable value to practitioners, government officials, academics, and others interested in developments in employment and labour relations law and

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practice.

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and selectivity. It
provides the substantive
material needed to succeed**

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in practice and in the classroom and on final examinations, without overwhelming the reader with details that are unduly esoteric or tangential. The book

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begins first with common-law employment doctrines such as employment-at-will, employment contracts, employment torts, workplace privacy issues, and restrictive

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covenants. It then turns to federal and state statutory regulation of the workplace, covering topics such as compensation (including wage and hour legislation

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and unemployment insurance), employee benefits (including leave time, pensions, and health insurance), and workplace safety legislation. With her user-friendly and

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**practical guide,
Employment Law for Non-
Lawyers, Lori Rassas gives
a comprehensive awareness
of the legal issues that
may arise throughout the
employer-employee**

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relationship. Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees, Fifth Edition by Lori B. Rassas is a practical text for undergraduate,

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paralegal, and graduate-level employment law courses, including those offered in human resources and business school programs. This unique book handles each area of the

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**law and its practical
application from the
perspective of both
employers and employees.
The balanced approach is
organized to track the
employer-employee**

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relationship focusing on hiring, managing, and firing practices. The end-of-chapter questions test key concepts and present hypothetical situations that test students'

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**ability to master and
apply concepts and promote
the development of
critical thinking and
analytical skills. New to
the Fifth Edition:
recruiting strategies**

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designed to balance the interests of employers to comply with anti-discrimination laws and achieve their diversity and inclusion goals expanded discussion of

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**hair discrimination
greater coverage of sex
discrimination based on
gender identity,
transgender status, and
sexual orientation
explanation of legislative**

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**efforts designed to
address broader pay equity
issues among and between
different protected
classes expanded coverage
of the National Labor
Relations Act and its**

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**impact on the rights of
employers to regulate
workplace conduct analysis
of legal developments that
materialized during the
pandemic and have
widespread applicability**

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**as they continue to
evolve: updated guidance
on medical inquiries,
remote working
arrangements, reasonable
accommodations, and
vaccine policies**

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Professors and students will benefit from: Chronologically-organized, clear, and concise explanations of complex legal concepts that track the employer–employee

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**relationship. Enforcement
guidance and workplace
posters from the agencies
that enforce the laws that
regulate the employment
relationship Practical
information that that**

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**guides students to frame
legally compliant
interview questions
References to the most
significant legal cases
and some lesser-known
cases that represent**

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common themes. The injection of real-life memorable scenarios and humor to increase the attention of students and help them retain the knowledge related to key

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**concepts. Key terms
defined when first
introduced; outrageous but
true “Check-It-Out”
situations with employment
implications; objective
and analytical end-of-**

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**chapter questions; and a
comprehensive glossary and
index.**

**Basic Compliance for
Managers**

**From Widgets to Digits
Global Workplace**

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Governing the Workplace Private Ordering and Its Limitations

With The Essential Guide to Federal Employment Laws, you ' ll learn the ins and outs of the most important employment laws, including: who the law covers what the law allows and

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prohibits which federal agency enforces the law, and practical tips to avoid violations of the law. Each chapter is dedicated to explaining and demystifying one federal employment law, including the: Americans with Disabilities Act Family and Medical Leave Act Fair Labor Standards Act

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Immigration Reform and Control Act
National Labor Relations Act
Pregnancy Discrimination Act Equal
Pay Act and many more. Stay ahead of
the game and protect your company
and yourself —get The Essential
Guide to Federal Employment Laws.
Find the information you need in this

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expertly organized and indexed guide to state and federal laws and regulations governing all aspects of the employer-employee relationship in New Hampshire. This guide includes coverage of topics like hiring, termination and retirement. Concise, to-the-point explanations of relevant

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statutes, cases, and current practices make it a perfect first-level research tool for general practice attorneys, human resource professionals, and specialist labor and employment lawyers.

Joint Hearing on the Impact of Workplace and Employment

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Regulation on Business

Beyond the Standard Contract of
Employment

How to Navigate Clueless Colleagues,
Lunch-Stealing Bosses, and the Rest of
Your Life at Work

Workplace Privacy

A Handbook for HR Professionals,

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Managers, Businesses, and
Organizations