

Employee Rights In The Workplace

The Employer's Legal Handbook Fred S. Steingold 1999 The most complete guide to an employer's legal rights and responsibilities, this book shows how to comply with workplace laws and regulations, run a safe and fair workplace and avoid lawsuits. It explains the latest laws concerning: -- hiring and firing -- personnel policies -- employee compensation and benefits -- discrimination -- workers' comp -- workplace health and safety -- family and medical leave -- and much more. The completely revised third edition expands its coverage of worker privacy rules, discusses when a psychological test of a job applicant may violate the Americans With Disabilities Act, provides updated information on training wages and rounding off hours worked, and trumpets the latest word from the U.S. Supreme Court on sexual harassment.

Employment Law Hugh Collins 2010 This updated edition offers a fresh approach to the law governing employment relations, emphasising 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 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 transformed for the twenty-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 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.

Employment Law Lori B. Rassas 2022-09-14

"Text for undergraduate, graduate, human resources, and paralegal courses on employment law"--

What Workers Want Richard Barry Freeman 1999 How would a typical American workplace be structured if the employees could design it? According to Richard B. Freeman and Joel Rogers, it would be an organization run jointly by employees and their supervisors, one where disputes between labor and management would be resolved through independent arbitration. Their groundbreaking book--based on the most extensive workplace survey of the last twenty years--provides a comprehensive account of employees' attitudes about participation, representation, and regulation on the job. More than anything, the authors find, workers want their voices to be heard. They desire a greater role in the workplace (but doubt management's willingness to share power), and have strong ideas about how their involvement could improve not just their lot but also their companies' fortunes. Many nonunion workers favor the formation of unions, and virtually all union workers strongly support their union. Most employees support the creation of labor-management committees--to which workers would elect their representatives--to run the organization and settle conflicts. And, contrary to commonly held assumptions, workers (including those in unions and those wishing to be) do not like dissension with their supervisors; they overwhelmingly prefer cooperative relations. The authors also report on the views of the supervisors, who confirm their wish to retain exclusive authority to make decisions, but demonstrate a willingness to listen more actively to labor's concerns by giving employees a more substantial voice on advisory committees. Freeman and Rogers present their findings within a broader picture of the evolving structure of labor and management in the United States. Their detailed description of their survey--how it was constructed and conducted--provides a model for workplace research in our time. And the results allow the voices of employees to be heard on matters profoundly

affecting their jobs, their lives, and, ultimately, the state of the American economy.

Your Rights in the Workplace Barbara Kate Repa 2018-07-10 Employees: Learn your rights! Your Rights in the Workplace is an invaluable reference for every employee. Whether you have questions about your paycheck, discrimination, layoffs, 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, and disability discrimination family and medical leave on-the-job safety and health health insurance and retirement plans, and unemployment, disability, and workers' compensation insurance. Your Rights in the Workplace also contains nearly 20 charts on state-specific employment laws, including those on equal pay, use of criminal records, paid sick leave, social media passwords, medical and recreational marijuana, and more.

Your Rights in the Workplace Barbara Kate Repa 2005 "In clear, encouraging terms that never lapse into legalese, this comprehensive book explains workplace rights. State by state, it untangles the issues concerning: • hiring • wages and hours • family and medical leave • discrimination • workers' compensation • job health and safety • unemployment and disability insurance. The book also addresses HIV/AIDS, privacy rights and the Americans with Disabilities Act. Completely revised and updated to include the latest changes in each state's laws."

The Employer's Legal Handbook Fred S. Steingold 2000 The most complete guide to an employer's legal rights and responsibilities, this book shows how to comply with workplace laws and regulations, run a safe and fair workplace and avoid lawsuits. It explains the latest laws concerning: -- hiring and firing -- personnel policies -- employee compensation and benefits -- discrimination -- workers' comp -- workplace health and safety -- family and medical leave -- and much more. The completely revised third edition expands its coverage of worker privacy rules, discusses when a psychological test of a job applicant may violate the Americans With Disabilities Act, provides updated information on training wages and rounding off hours worked, and trumpets the latest word from the U.S. Supreme Court on sexual harassment.

Every Employee's Guide to the Law Lewin G. I Joel, II 2011-03-30 Covering every aspect of employment from the job interview to post-employment benefits, this invaluable resource focuses on employee rights guaranteed by law and explains how workers can be protected. In language praised for its clarity and accessibility, this updated edition provides a strong foundation of legal knowledge and advice on wages and hours, health and safety, harassment, invasion of privacy, discipline, unemployment compensation, and more. 448 pp. Radio publicity. Author tour. 15,000 print.

Pocket Guide to Workplace Rights of Public Employees Bonnie G. Bogue 2013 In concise and understandable language, this compact edition explains the many rights afforded public employees in California -- state, local government, school, public safety, and court employees -- and in the federal workforce. It provides an overview of the rights that have been granted to individual employees by the United States and California Constitutions and by a variety of statutes, including the federal and state whistleblower protection acts, -- the Family and Medical Leave Act, the California Family Rights Act, and anti-discrimination laws, including Title VII of the federal Civil Rights Act, the Americans With Disabilities Act, the Age Discrimination in Employment Act, and the state Fair Employment and Housing Act. -- from publisher's web site.

Every Employee's Guide to the Law Lewin G. Joel 1993 From reading the want ads to coping with on-the-job problems to negotiating your severance pay--whether you work in an office, a factory, a small business, or at home--this concise, easy-to-read, reassuring guide explains what rights an employee has--and what actions to take if your employer is violating them.

Employee Rights in the Workplace Margaret C. Jasper 2003 Offers an overview of employee rights in the United States, discussing the most common employment-related issues and how they can be resolved to everyone's benefit and providing information on relevant legal decisions.

Handy Reference Guide to the Fair Labor Standards Act (Federal Wage-hour Law) ... United States. Wage and Hour and Public Contracts Divisions 1963

The Employer Bill of Rights Jonathan T.

Hyman 2013-01-26 Any employee can sue any employer at any time, and for just about any reason. 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 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, 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 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 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 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 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 lawsuits.

Privacy in the Workplace 1987

Workplace Privacy Jonathan Remy Nash

2010-01-01 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 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 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 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 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 monitoring employees? Where do employers rights to run their businesses end and employees privacy rights begin? Is the existing law sufficient to resolve recurring 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 employees; background checking for job applicants; email monitoring; physical monitoring of employees; scope and lawfulness of so-called lawful activity laws; employer involvement in employees nonworkplace behaviour (e.g., drug testing); employees rights of association; regulation of fraternizing and dating among employees; employee 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 nationality and immigration status. Authors pay special attention to fast-break developments such as in the extraterritorial reach of the European Union s 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 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 privacy rights. As always, this important annual publication offers definitive current scholarship in its theme area

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

Your Rights at Work Richard C. Busse 2005 Annotation Your Rights at Work guides you through the maze of regulations that concern you. It teaches you how to protect yourself and when to use the rights you are entitled to. *The Manager's Legal Handbook* Lisa Guerin 2005 A comprehensive resource that employers can refer to again and again--HR Magazine--A guide to the legal aspects of supervising employees and contractors---Reference & Research Book News

Ask a Manager Alison Green 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called "the Dear Abby of the work world." Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit "reply all" • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager "A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work."—Booklist (starred review) "The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work

experience."—Library Journal (starred review) "I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor."—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* "Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way."—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

The American Bar Association Guide to Workplace Law Barbara J. Fick 1997 Presents an overview of federal laws pertaining to the workplace, covering both employees and employers, discussing hiring, wages, leave time, health insurance, retirement, ending the employment, unions, and other topics. *Employment and Employee Rights* Patricia Werhane 2008-04-15 *Employment and Employee Rights* addresses the issue of rights in the workplace. Although much of the literature in this field focuses on employee rights, this volume considers the issue from the perspective of both employees and employers. Considers the rights of both employees and employers. Discusses the moral and legal landscape and traditional assumptions about right in employment. Investigates arguments for guaranteeing rights, particularly for employees, which are derived from relational, developmental, and economic bases. Explores new dimensions of employment including a model that incorporates growing workplace diversity, builds upon our understanding of the legal landscape, and expands upon our justifications for recognizing and protecting rights.

Time for Equality at Work 2003 This is the fourth global report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work. It examines diverse forms of discrimination at work and considers various policy and practical responses to tackle this problem. The book finds that the benefits of eliminating discrimination in the workplace go beyond the individual level and extend to the economy and to society, leading to the efficient

use of human resources and diverse talents, improved worker morale and motivation, better labour relations and productivity gains.

Employee workplace rights 2003

Speechless (Volume 1 of 2) (EasyRead Super Large 24pt Edition) Bruce Barry 2007 A factory worker is fired because her boss disagrees with her political bumper sticker. A stockbroker feels pressure to resign from an employer who disapproves of his off-hours political advocacy. A flight attendant is grounded because her airline doesn't like what she's writing in her personal blog. Is it legal to fire people for speech that makes employers uncomfortable, even if the content has little or nothing to do with their job or workplace? For most American workers, the alarming answer is yes. Speechless takes on the state of free expression in the American workplace, exploring its history, explaining how and why Americans have come to take freedom of speech for granted, and demonstrating how employers can legally punish employees for speaking their minds. Bruce Barry shows how constitutional law erects formidable barriers to free speech in workplaces, while employment law gives employers wide latitude to suppress speech with impunity--even speech that is unrelated to the job or the company. Employers, with rights of property ownership over not just what they manage but how they manage, can decide just how much employee speech they will tolerate. Workers have little choice but to accept conditions of employment or go elsewhere. Barry argues that a toxic combination of law, conventional economic wisdom, and accepted managerial practice has created an American workplace in which freedom of speech--that most crucial of civil liberties in a healthy democracy--is something you do after work, on your own time, and even then (for many), only if your employer approves. Barry proposes changes both to the law and to management practice that would expand employees' expressive rights without jeopardizing the legitimate interests of employers. In defense of freer speech in and around the workplace, Barry argues that a healthy democracy depends in part on the experience of liberty at work. Workplaces are key venues for shared experience and public discourse, so workplace speech rights matter deeply for advancing citizenship, community,

and democracy in a free society.

Governing the Workplace Paul C. Weiler 1990

The issue of wrongful dismissal forced me to confront head-on the fundamental challenge to contemporary labor and employment law.

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.

Employment Law Update, 2020 Edition

HENRY H. PERRITT (JR.) 2020-03-14

Employment Law Update, 2020 Edition analyzes recent developments of interest to employment law practitioners representing plaintiffs, defendants, and labor unions. It comprehensively covers recent developments and case law in the rapidly changing employment and labor law field. Comprised of 7 chapters - each written by an expert in employment law - this updated edition provides timely, incisive analysis of critical issues.

Employment Law Update, 2020 Edition provides,

where appropriate, checklists, forms, and guidance on strategic considerations for litigation and other forms of dispute resolution. Highlights of coverage in this 2020 Edition include: Analysis of the proliferating state and municipal ordinances and statutes requiring employers to adopt predictable schedules. Case law under the Americans With Disabilities Act involving employees or applicants for employment who claim that their inability to relate well to others constitutes a statutory mental disability that must be accommodated. How the acquiring firm in an acquisition and the surviving firm in a merger can improve the chances of retaining preferred employees, including the likely impact of various equity and option arrangements. The rapidly changing legal landscape for covenants not to compete, including a review of basic common-law concepts and the reach of new statutes that limit the enforceability of covenants in several states. The possibility that employer rules may constitute unfair labor practices under the National Labor Relations Act, under the doctrine of The Boeing Company case, which allows employers to avoid liability by offering justification for rules such as those prohibiting employee use of camera in the workplace. The controversy over political speech by professional athletes and the legal framework defining the rights of players, teams, and leagues, considering that the First Amendment does not apply to the non-state actors. Guidance to multinational employers on how to conduct an internal investigation without running afoul of widely differing national laws on privacy and other employee rights. Note: Online subscriptions are for three-month periods. Previous Edition: Employment Law Update, 2019 Edition ISBN 9781543808452

Pocket Guide to Workplace Rights of Public Employees Bonnie G. Bogue 2005

Wages in New York City 1980-05

Employment Regulation in the Workplace

2015-05-18 Human resource compliance in today's increasingly complex legal environment has become a critical component of all HR 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 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 reducing exposure to litigation through monitoring activities and viable employee policies. "Employment Regulation in the Workplace" includes many features that make it an effective learning tool. Each chapter opens with learning objectives and an example scenario, and contains numerous figures, boxes, and diagrams. Chapters 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 courses in Employee Relations and Employment Law at both the graduate and undergraduate levels. An online Instructor's Manual with test questions, chapter outlines, case notes, PPT presentations, and more is available to adopters.

Your Rights in the Workplace Richard L. Strohm 1997 Explains an employee's rights and recourse under federal law including discrimination, harassment, minimum wage, benefits, health and safety, the Family and Medical Leave Act, and more.

Your Rights in the Workplace Henry H. Perritt (Jr.) 1993 Rights pertaining to hiring, firing, promotions, evaluations, fringe benefits, taking leave, disability, collective bargaining, etc.

Your Workplace Rights and how to Make the Most of Them Robert J. Gregory 1999 This book clarifies the fundamental legal rights of employees--and shows them how to fight for those rights. It examines employment law from their perspective and walks them through each step of the legal process, showing them how these issues are handled in the real world.

Your Rights at Work Trades Union Congress TUC 2021-09-03 Are you afraid your employer might be infringing your workplace rights? Or are you an employer seeking information on your responsibilities? Written by employment experts at the Trade Unions Congress (TUC), this book sets out Your Rights at Work in simple and relatable terms. This book explains the rights of the UK worker and responsibilities of the UK employer, and explains them clearly. It offers jargon-free guidance that can be applied to any situation in work including: parental leave and maternity rights, flexible working, dismissal and

redundancy, pay and holiday rights and grievance procedures. This edition has been updated to include the impact of the COVID-19 crisis, Britain's exit from the EU and regulatory changes to data protection laws, holiday pay and gender gap reporting. Protect your employees and be empowered as an employee by knowing Your Rights at Work.

The Law of the Workplace James W. Hunt 1994 This is the first book to read -- and the most concise reference to keep -- for answers about employers' obligations under the complex web of labor and employment laws. The authors summarize the key laws, rules, and regulations that affect on-the-job practices and benefits programs including: -- The Americans With Disabilities Act (ADA) -- Family and Medical Leave Act (FMLA) -- plant closings and layoffs (WARN Act) privacy and individual employee rights -- legality of testing applicants and employees -- union activity and collective bargaining issues, and much more You get clear explanations, checklists, and examples -- plus a glossary of terms you need to know to succeed in the employment law and employee relations arena. And since states' requirements can differ, the authors also give you a listing of state labor departments, human relations commissions, and NLRB field offices for your specific follow-up. Use of this handbook can help protect any organization from legal blind spots -- and help protect individuals from personal liability.

The Essential Guide to Federal Employment Laws Lisa Guerin 2022-05-31 Quick answers to questions about 20 Key Employment Laws This book explains, in plain English, the 20 most important federal employment laws that come up in the workplace. You can look up what each law allows and prohibits, which businesses must comply, and how to fulfill record-keeping, posting, and reporting requirements. Each chapter covers one law, including: Americans with Disabilities Act Age Discrimination in Employment Act Fair Labor Standards Act Family and Medical Leave Act Immigration Reform and Control Act Fair Credit Reporting Act Pregnancy Discrimination Act Equal Pay Act Title VII of the Civil Rights Act of 1964 Older Workers Benefit Protection Act, and Uniformed Services Employment and Reemployment Rights Act. The 7th edition includes COVID-19 guidance

for employers as well as the latest Supreme Court cases, government regulations, and state laws.

Speechless Bruce Barry 2007-06-18 A factory worker is fired because her boss disagrees with her political bumper sticker. A stockbroker feels pressure to resign from an employer who disapproves of his off-hours political advocacy. A flight attendant is grounded because her airline doesn't like what she's writing in her personal blog. Is it legal to fire people for speech that makes employers uncomfortable, even if the content has little or nothing to do with their job or workplace? For most American workers, the alarming answer is yes. Here, Bruce Barry reveals how employers and courts are eroding workers' ability to express themselves on and off the job—with damaging consequences for individuals, their employers, and civil society as a whole. He explains how the law and accepted management practice stifle free speech on the job, why employers make repressive choices, and what workers can do to protect themselves. And he shows that not only are our rights as employees being diminished, but also our effectiveness as citizens—as participants in the civic conversations that make democracy work.

Employees' Rights Richard C. Busse 2004 A guide for employees and managers to fair and legal treatment on the job.

The Employee Rights Handbook Steven Mitchell Sack 1993-02-01 Tells how to enforce on-the-job rights, and discusses sexual harassment, discrimination, drug testing, lie-detector tests, union rights, references, and layoffs

Civil Rights in the Workplace Henry H. Perritt 1995

The Individual Employment Rights Primer Kurt H. Decker 2020-11-25 A guide to employment law. One of the most rapidly evolving areas of law involves individual employment rights. Individual employment rights has no clearly defined boundary. It encompasses a multitude of employment statutes and court decisions. It finds its support in constitutional law and has developed as part of specialized employment law areas involving record keeping and disclosure, labor relations, health and safety, labor standards, fair employment practices. This book consolidates these fragmented individual

employment rights into a centralized reference source.

Employee Rights In The Workplace

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Employee Rights In The Workplace

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 behaviour how to have a better-behaved child
 from birth to age ten goldilocks and the three
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