

Employment Privacy Law And Practice

Employment Covenants and Confidential Information

Kate Brearley 2009 This book on UK employment law provides a comprehensive yet practical analysis of the law, practice, and appropriate strategy from both the employer's and employee's point of view. It offers guidance on how to prevent competitive conflicts from arising an

Create Your Own Employee Handbook Lisa Guerin 2021-05-14 Avoid legal problems and run a productive workplace with an up-to-date employee handbook! Anyone who hires and supervises employees needs clear policies when it comes to crucial issues like pay and overtime, medical leave, and social media. Create Your Own Employee Handbook provides everything business owners, managers, and HR professionals need to create (or update) a legal and plain-English employee handbook. Find the latest legal information, practical suggestions, and best practices on: wages, hours, and tip pools remote work at-will employment discrimination and harassment complaints and investigations health and safety alcohol and drugs, including medical/legal marijuana workplace privacy, and email and social media. This new edition covers recent updates to state and federal laws, including expanded rules on paid family and medical leave, sick leave, state temporary disability programs, and much more! With Downloadable forms: Forms to help All policies and forms—along with modifications and alternative language you can tailor to your workplace—are available for download details inside.

Reasonable Expectations of Privacy? Sjaak Nouwt 2005-07-28 In 1967, Justice John Marshall Harlan introduced the litmus test of 'a reasonable expectation of privacy' in his concurring opinion in the US Supreme Court case of *Katz v. United States*. Privacy, regulations to protect privacy, and data protection have been legal and social issues in many Western countries for a number of decades. However, recent measures to combat terrorism, to fight crime, and to increase

security, together with the growing social acceptance of privacy-invasive technologies can be considered a serious threat to the fundamental right to privacy. What is the purport of 'reasonable expectations of privacy'? Reasonable expectations of privacy and the reality of data protection is the title of a research project being carried out by TILT, the Tilburg Institute for Law, Technology, and Society at Tilburg University, The Netherlands. The project is aimed at developing an international research network of privacy experts (professionals, academics, policymakers) and to carry out research on the practice, meaning, and legal performance of privacy and data protection in an international perspective. Part of the research project was to analyse the concept of privacy and the reality of data protection in case law, with video surveillance and workplace privacy as two focal points. The eleven country reports regarding case law on video surveillance and workplace privacy are the core of the present book. The conclusions drawn by the editors are intended to trigger and stimulate an international debate on the use and possible drawbacks of the 'reasonable expectations of privacy' concept. The editors are all affiliated to TILT - Tilburg Institute for Law, Technology, and Society, Tilburg University, The Netherlands. This is Volume 7 in the Information Technology and Law (IT&Law) Series [Privacy in Employment Law](#) Matthew W. Finkin 1995 Provides a detailed guide to U.S. legislation relating to privacy in the employment relationship. Includes sample business forms which illustrate the application of the law in practice.

The Right to Privacy in Employment Marta Otto 2016-11-03 At the beginning of the twenty-first century the term 'privacy' gained new prominence around the world, but in the legal arena it is still a concept in 'disarray'. Enclosing it within legal frameworks seems to be a particularly difficult task in the employment context, where encroachments upon privacy are not only potentially more frequent, but also, and most importantly, qualitatively different from

those taking place in other areas of modern society. This book suggests that these problems can only be addressed by the development of a holistic approach to its protection, an approach that addresses the issue of not only contemporary regulation but also the conceptualization, adjudication, and common (public) perception of employees' privacy. The book draws on a comprehensive analysis of the conceptual as well as regulatory convergences and divergences between European, American and Canadian models of privacy protection, to reconsider the conceptual and normative foundations of the contemporary paradigm of employees' privacy and to elucidate the pillars of a holistic approach to the protection of right to privacy in employment.

Protection of Workers' Personal Data

International Labour Office 1997 An ILO code of practice

U. S. Private-Sector Privacy, Third Edition

Peter Swire 2020-06

Employment Privacy Law and Practice Kurt H. Decker 1993-06

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.

[Employment Privacy Law and Practice, 1989](#)

Kurt H. Decker 1989-01

[Employee Privacy Law and Practice-1998](#)

Wolters Kluwer Law & Business 1998-01

The Employer's Legal Handbook Fred S.

Steingold 2023-07-01 Handle employment decisions with confidence, whether your employees are onsite or remote Employment laws change often. Staying on top of them is essential to running an efficient, fair workplace—and heading off expensive lawsuits. Use this must-have desk reference to find answers to workplace questions, quickly and easily. The Employer's Legal Handbook is the go-to guide for business owners and managers. It covers the most common and current employment law issues you need to know about, including • applications, interviews, and hiring • must-have personnel policies • wage and hour laws • employee discipline and performance

reviews • health insurance and other employee benefits • employee taxes and payroll • family and medical leave • employee privacy • illegal harassment and discrimination, and • terminations, downsizing, and layoffs. The 16th edition provides updated 50-state legal information and explains the latest developments in employment law, including the rise of the remote workforce.

Employee Privacy United States. General Accounting Office 2002

Whistleblowing John Bowers QC 2012-03-08
This book provides a detailed survey of the law relating to public interest disclosure. It examines how the new system has developed since the coming into force of the Public Interest Disclosure Act 1998 (PIDA), and provides up-to-date practical guidance on the key issues that arise in practice. Analysing the legal framework in the area, both under PIDA and the disparate sources of law that can apply, it provides in-depth commentary on case law and legislative developments. It examines the structure of PIDA, litigation procedure and remedies under the Act, data protection, confidentiality, copyright, defamation issues, and the Human Rights Act 1998, as well as the contractual and fiduciary duties of employees, statutory obligations (both regulatory and criminal), and the Corporate Governance Codes. Since the publication of the first edition, there have been substantial developments in the area, including those regarding whether a disclosure tends to show a Public Interest Disclosure, the burden of proof, remedies, and alternative dispute resolution. This new edition also covers the employment tribunals' new powers to pass PIDA claims to the appropriate regulator, where the claimant consents, and provides extensive coverage of a number of important decisions emerging from the Court of Appeal and the Employment Appeal Tribunal, including *Babula v Waltham Forest College*, *Ezsias v North Glamorgan NHS Trust* and *Fecitt and others v NHS Manchester*. Written by an author team with extensive experience in the area, and making use of checklists and worked examples, the book is an essential reference work for employment practitioners dealing with cases involving public interest disclosure issues. It will also be of interest to private and public sector

employers seeking guidance on whistleblowing procedures and policies.

Employment Law Timothy P. Glynn 2023-01-31
The purchase of this ebook edition does not entitle you to receive access to the Connected eBook on CasebookConnect. You will need to purchase a new print book to get access to the full experience including: lifetime access to the online ebook with highlight, annotation, and search capabilities, plus an outline tool and other helpful resources. *Employment Law: Private Ordering and Its Limitations*, by Timothy Glynn, Charles Sullivan, Charlotte Alexander, and Rachel Arnow-Richman, is organized around the rights and duties that flow between parties in an employment relationship. Cases, detailed discussion of the facts, and accessible notes and problems examine the laws that are intended to balance the competing interests and contractual obligations of employers and employees. The note materials also encourage students to think critically and creatively about how best to protect the interests of workers or employers. Exercises in planning, drafting, advising, and negotiating develop practice-ready transactional lawyering skills. New to the Fifth Edition: Important Supreme Court and lower court cases in key areas including the whistleblower and antiretaliation protections, workplace privacy and speech, antidiscrimination laws, disability and other accommodations, noncompetition agreements and intellectual property workplace health and safety, and mandatory arbitration clauses Addition of cases and note materials on hot topics including developments in competition law, new workplace legal issues and disputes arising from the COVID-19 pandemic, the scope of employment protections in the contemporary economy, workplace speech protections in a time of deep social and political conflict, the workplace implications of emergent communications and monitoring technologies, structural and unconscious bias in the workplaces, and innovations in accommodating workers' lives Updated practice-oriented problems and exercises Streamlined case and note editing Professors and students will benefit from: Comprehensive and deep coverage of key areas of workplace regulation Practical exercises in each chapter Note materials designed to provide both context and knowledge of emergent

legal and social science scholarship Thematic consistency across chapters providing a unifying framework for the discussion of disparate topic areas

Employee Privacy Law and Practice Kurt H. Decker 1994-04-01

Employee Privacy Law and Practice 1995 Kurt H. Decker 1995-04-01

Labor and Employment in California Steven Banks Eggleston 1997 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 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 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, 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 timely report sexual harassment or be barred from suit, 6) & the latest employment case law.

Adapting the Common Law Right to Privacy to the American Workplace Craig M. Cornish 1992

Employment Law Yearbook 2016 Orrick Herrington & 2016-06 The 2015 edition of Employment Law Yearbook covers the most important issues facing today's employers and employment law practitioners. In this tight employment market and amid the rapidly changing global economy, it is imperative that employers and employment law practitioners understand the legal implications of a wide range of workplace actions. Authored by Orrick, Herrington & Sutcliffe LLP's Employment Law Practice Group, a nationally recognized leader in

this field, Employment Law Yearbook 2015 substantially revises the 2014 edition and provides a review of current developments in the law, including case decisions, statutes, and other events of interest to employers in the past year, as well as practical steps employers can take to minimize their risks and comply with the law. Revised annually, Employment Law Yearbook 2015 is an essential reference for in-house and outside corporate attorneys and human resource professionals, as well as attorneys representing plaintiffs and defendants in employment-related litigation.

The Employer's Guide to New York

Employment Laws Diane M. Pfadenhauer 2010-01-01 New York State has seen the passage of numerous pieces of legislation demonstrating a more active role of the government in the workplace. This book provides a brief and succinct overview of the statutory requirements facing employers under New York State law. Where appropriate, certain references are made to Federal law. Discussion includes topics such as New York State and Federal posting requirements, New York State and Federal Discrimination Laws and New York State Worker Protection Laws (including the new Notice of Pay Rate and Payday for New Hires, laws governing Minors, certain requirements for written employment agreements, the New York WARN Act, and wage payment laws). In addition, the reader will find discussion on New York State employee privacy laws, employee benefits laws (including New York's Mini COBRA law and mandatory notice requirements), and time off, absence and leave laws.

Manager's Legal Handbook, The Lisa Guerin 2019-12-01 Manage employees effectively while avoiding legal trouble If you supervise employees or independent contractors, The Manager's Legal Handbook is the perfect resource. Need information about overtime? Want useful ideas on workplace policies? Have a question about trade secrets and need the answer now? This book provides everything you need to stay within the bounds of the law, including information on: hiring discrimination and harassment wages and hours privacy time off drug testing, and firing and layoffs. Designed for managers, business owners, and human

resources professionals who need answers on the go, *The Manager's Legal Handbook* covers the most common issues employers face. The 10th edition is completely updated to reflect changes to discrimination laws, overtime rules, minimum wage laws, and more. It also provides updated information on the laws of each state, including paid sick leave and paid family leave laws.

Employment Privacy Law and Practice, 1990

Kurt H. Decker 1989-11

Employee Privacy Law and Practice Kurt H. Decker 1987 This legal guide provides in-depth discussion of the conflicting requirements of employee confidentiality and employment information disclosure. It covers the rights and liabilities of hiring privacy topics such as: Credit checks Medical and drug testing Genetic screening Polygraph testing. This reference has been cited in important employee privacy court cases.

A Manager's Guide to Employee Privacy Kurt H.

Decker 1989-07-03 The Only Non-"Legalese"

Guide Available to Employee Privacy Issues... A

Manager's Guide to Employee Privacy Laws, Policies, and Procedures Here's a clearly written, easy-to-follow guide for managers that will help you understand the law as it affects your employees' privacy rights and obligations in the workplace. You'll find straightforward, balanced guidance on the legal aspects of virtually every privacy issue, including: Hiring Procedures: Application forms, interviewing prospective employees, credit checks, arrest records, criminal convictions, fingerprints and photographs, reference checks, skill testing, and immigration requirements Employee Records: Maintaining employment and medical records on employees, and determining who has access to them Workplace Medical Concerns: Smoking, alcohol and drug abuse, AIDS, and physical disabilities Information Collection and Distribution: Conducting searches, monitoring and surveillance of employee behavior, and rules governing the distribution of literature in the workplace There is also thorough coverage of long-standing work-related matters, such as jury or witness duty, voting leave, whistle-blowing, sexual harassment, and related issues. Plus, you'll find information on issues relating to privacy outside the workplace, including

employees' outside employment, conflicts of interest, noncriminal and criminal misconduct, and residency requirements.

Employment Privacy Law in the European

Union Alberto Arufe Varela 2003 Information and knowledge have become crucial factors in modern labour markets. In this context, labour-management relations are characterised by an increasing and considerable flow of information. These developments are influenced by new management techniques, such as human resources management, in which the individual is identified as a key element in business success. Furthermore, there is the globalisation of the economy, the increase of international corporate mergers and the unfolding of the network society, which goes hand in hand with technological innovations. These developments not only multiplied the needs for information and the flow of data in employment relations, but also improved techniques of data processing revealing sensitive data of employees. This book deals with employment privacy law, a field of knowledge that increasingly gains influence in legal theory and daily practice. It concentrates on the legal regulation of general human resources data as well as sensitive data in the employment context. The book is developed within a comparative perspective, providing an overview and analysis of the Law of each Member State of the European Union in the field of study. It is completed by a comparative summary. Information and insights in this book will be of great value for practicing lawyers, human resources managers, academics, interest groups and policy makers. The specific issue of monitoring and surveillance in the workplace is covered in another highly recommended book. *International Cybersecurity and Privacy Law in Practice* Charlotte A. Tschider 2023-08-22 As jurisdictions increasingly pass new cybersecurity and privacy laws, it is crucial that attorneys secure a working knowledge of information technology to effectively advise organizations that collect and process data. This essential book—now extensively updated to reflect the dramatic legal changes that have taken place in the few short years since its first edition—remains the preeminent in-depth survey and analysis of privacy and cybersecurity laws worldwide. It also provides a deeply informed

guide on how to apply legal requirements to protect an organization's interests and anticipate future compliance developments. With detailed attention to relevant supranational, regional, and national privacy and data protection laws and frameworks, the author describes and analyzes the legal strategies and responsibilities attached to the following and more: prompt, secure ways to identify threats, manage vulnerabilities, and respond to "incidents" and data breaches; most common types of cyberattacks used today; transparency and consent; rights of revocation, erasure, and correction; de-identification and anonymization procedures; data localization; cross-jurisdictional data transfer; contract negotiation; encryption, de-identification, anonymization, and pseudonymization; and Artificial Intelligence as an emerging technology that will require more dynamic and challenging conversations. Balancing legal knowledge with technical awareness and business acumen, this book is an indispensable resource for attorneys who must provide advice on strategic implementations of new technologies, advise on the impact of certain laws on the enterprise, interpret complex cybersecurity and privacy contractual language, and participate in incident response and data breach activities. It will also be of value to other practitioners, such as security personnel and compliance professionals, who will benefit from a broad perspective exploring privacy and data protection laws and their connection with security technologies and broader organizational compliance objectives.

Employment Law (in Plain English) Leonard D. DuBoff 2021-01-26 *Employment Law (in Plain English)* provides both employers and employees the information they need in order to understand the law as it relates to their working relationship. This helpful guide will enable readers to identify and prevent many of the issues which can and do occur in the employment context, thus saving everyone valuable time and money and establishing a stronger workforce. While this book is not intended to replace the reader's employment lawyer, it will provide the ability to assist one's lawyer in litigation should the need arise. Chapters discuss a variety of topics including: Advertising for new positions and vacancies

Interviewing, hiring, and other pre-employment considerations Employment contracts Union shops Collective bargaining agreements Employee handbooks First day on the job Wages hours and other terms and conditions of employment On-the-job rights and responsibilities Employee dignity, privacy, and reputation Ownership of work created by employees Private employment versus public employment Internet concerns Virtual offices Employees versus independent contractor statutes Discipline and termination of the employment relationship Dispute resolution Fringe benefits How to find a lawyer In easy-to-understand terms and with plenty of examples, this essential handbook supplies readers with invaluable insights on the legal nature of their working relationships.

Privacy and Employment Law John DR Craig 1999-12 Drug testing, surveillance of staff and their communications, attempts to censor the freedom of speech of employees, psychometric or personality testing, and requirements to provide intimate health information irrelevant to work in order to obtain employment or promotion are some of the dubious and perhaps illegal management practices that Toronto lawyer Craig examines in Britain, France, the US, and Canada. He describes how human rights perspectives are being transposed into employment law. US distribution is by ISBS. Annotation copyrighted by Book News, Inc., Portland, OR

The Ethics of Workplace Privacy Sven Ove Hansson 2005 In recent years, new and more intrusive surveillance technology has found its way into workplaces. New medical tests provide detailed information about workers' biology that was previously unthinkable. An increasing number of employees work under camera surveillance. At the same time, computers allow for a detailed monitoring of our interactions with machines, and all this information can be electronically stored in an easily accessible format. What is happening in our workplaces? Has the trend towards more humane workplaces been broken? From an ethical point of view, which types and degrees of surveillance are acceptable, and which are not? From a policy point of view, what methods can be used to regulate the use of surveillance technology in

workplaces? These are some of the questions that have driven the research reported in this book. Written by an interdisciplinary group of researchers in Computer Ethics, Medical Ethics and Moral Philosophy, this book provides a broad overview that covers both empirical and normative aspects of workplace privacy.

Employee Privacy Law and Practice 1991

Kurt H. Decker 1991-01-01

Use and Monitoring of E-mail, Intranet, and Internet Facilities at Work Roger Blanpain

2004-01-01 Two legitimate statements in search of legal doctrine: "An employee must have a reasonable expectation of privacy." "The efficient operation of the company must be safeguarded." As a lawyer considers each of these assertions, a significant region of incompatibility emerges. In the context of the use of information technology systems in the workplace, a collision of rights is exposed that has engendered a virtual battleground in the theory and practice of labour law. This remarkable and timely book draws together all the strands of law in this controversial area, both de facto and de jure. Its comprehensive coverage includes such eminently useful materials as the following: thirty actual company policies regarding on-line communications, from a wide variety of business sectors, with detailed analysis; texts of four company codes of practice; actual views of trade unions and employers' organizations; analysis of relevant existing laws on access, monitoring, liability, sanctions, and the rights of employee representatives; two proposed model codes of practice, one for the individual user and one for employee representatives; and, appendices including Belgium's National Collective Agreement No. 81 and the regulatory bill and advisory opinions that led up to it. The authors' focus on practice is advantageous, as it brings the central issues and conflicts into high relief. The close analysis and investigation of how employers, trade unions, and legislative and advisory bodies are dealing with the essential matters which include communications facilities at work, employer's prerogative, the company's rights of ownership and disposal, and the fundamental privacy rules of legitimate purpose, proportionality, and transparency provide very valuable guidance to parties in any country

concerned with developing a viable set of legal principles and rules for this challenging and unsettled area of labour law.

Labour and Employment Compliance in the United States Andrew J. Boling 2018-09-24

Detailed attention to compliance with labour and employment laws is crucial for success in setting up business in a foreign country. This book - one of a series derived from Kluwer's matchless publication International Labour and Employment Compliance Handbook - focuses on the relevant laws and regulations in the United States. It is thoroughly practical in orientation. Employers and their counsel can be assured that it fulfills the need for accurate and detailed knowledge of laws in the United States on all aspects of employment, from recruiting to termination, working conditions, compensation and benefits to collective bargaining. The volume proceeds in a logical sequence through such topics as the following: - written and oral contracts - interviewing and screening - evaluations and warnings - severance pay - reductions in force - temporary workers - trade union rights - wage and hour laws - employee benefits - workers' compensation - safety and environmental regulations - immigration law compliance - restrictive covenants - anti-discrimination laws - employee privacy rights - dispute resolution - recordkeeping requirements A wealth of practical features such as checklists of do's and don'ts, step-by-step compliance measures, applicable fines and penalties, and much more contribute to the book's day-to-day usefulness. Easy to understand for lawyers and non-lawyers alike, this book is sure to be welcomed by business executives and human resources professionals, as well as by corporate counsel and business lawyers.

Your Rights in the Workplace Barbara Kate Repa

2014-07-30 The most complete handbook on workplace laws ever published -- a must-have for every employee. Your Rights in the Workplace covers everything from rules for hiring and getting paid through losing a job and unemployment benefits -- all in plain English. Get the facts on: - illegal firings and layoffs - challenging a job loss - wages and hours - privacy on your email and voice mail - family and medical leave - on-the-job safety and health - health insurance and retirement plans -

workplace testing - sexual harassment - discrimination - unemployment, disability and workers' compensation insurance This edition is completely updated to provide the latest legislation and case law that affects employees in all 50 states, including changes to the Family and Medical Leave Act (FMLA), new rules on COBRA continuation of health insurance, and the new Genetic Information Nondiscrimination Act (GINA). This book also addresses HIV/AIDS, privacy rights and the Americans with Disabilities Act.

Employee Privacy Law and Practice, 1991

Kurt H. Decker 1991-09

Model Rules of Professional Conduct American Bar Association. House of Delegates 2007 The Model Rules of Professional Conduct provides an up-to-date resource for information on legal ethics. Federal, state and local courts in all jurisdictions look to the Rules for guidance in solving lawyer malpractice cases, disciplinary actions, disqualification issues, sanctions questions and much more. In this volume, black-letter Rules of Professional Conduct are followed by numbered Comments that explain each Rule's purpose and provide suggestions for its practical application. The Rules will help you identify proper conduct in a variety of given situations, review those instances where discretionary action is possible, and define the nature of the relationship between you and your clients, colleagues and the courts.

Social Media and Employment Law: An

International Survey Anders Etgen Reitz

2015-09-23 In the last few years, social media has become the primary way of communicating, not only among friends and colleagues but also between employers and employees and between companies and consumers. For employers, the phenomenon offers great opportunities, but also concomitant dangers due primarily to use of social media by employees and employees' representatives. Written in the context of employment laws as well as privacy laws, this book surveys the state of the law in over thirty key jurisdictions, including most of the developed countries of Europe, Asia, and North America and major developing countries worldwide. The publication arose from a seminar prepared by the editors and others at which it was clearly identified that internationally

operating employers need a comprehensive and user-friendly multinational summary on employment and labour law questions arising in connection with the use of social media. The book is divided into country chapters, each written by a known local specialist. In order to easily 'navigate' through the issues for each country, the chapters follow a uniform structure, covering the applicable statutory regimes, case law, useful checklists, and recommendations. Among the issues and topics dealt with are the following: - employees' entitlement to use social media at the workplace; - whether employers can require the use of social media by employees; - right of employers to monitor employees' use of social media outside the workplace; - employers' potential liability for employees' misuse of social media; - right of employee representatives to use employers' equipment for social media purposes; - employers' remedies against misuse of social media by employees and employee representatives; - development and drafting of a social media policy; and - role of social media in employer-employee disputes. No other publication exists providing interested parties with a practical and strategic guide to legal issues affecting the use of social media in the workplace. With its easy-to-use country-by-country format and its expert recommendations, this unique resource will prove itself as an incomparable handbook for lawyers, human resources professionals, and in-house counsel advising or working for internationally operating businesses. It will also be of inestimable value for academics and policymakers concerned with the legal ramifications of social media use in the workplace.

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 Privacy Law and Practice Kurt H. Decker 1992-07

The Employer's Legal Handbook Fred S. Steingold 2021-07-01 Handle employment decisions legally and effectively—from hiring to firing Employment laws change often. Staying on top of them is essential to running an efficient, fair workplace—and heading off expensive lawsuits. Use this must-have desk reference to find answers to workplace questions, quickly and easily. The Employer's Legal Handbook is the go-to guide for business owners and managers. It covers the most common and current employment law issues you need to know about, including: applications, interviews, and hiring must-have personnel policies wage and hour laws employee discipline and performance reviews health care insurance and other employee benefits employee taxes and payroll family and medical leave employee privacy illegal harassment and discrimination terminations, downsizing, and layoffs. The 15th edition provides updated 50-state legal information and explains the latest developments in employment law, including the rise of the remote workforce and other issues raised by the COVID-19 pandemic.

Employment Privacy Law And Practice

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Employment Privacy Law And Practice

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