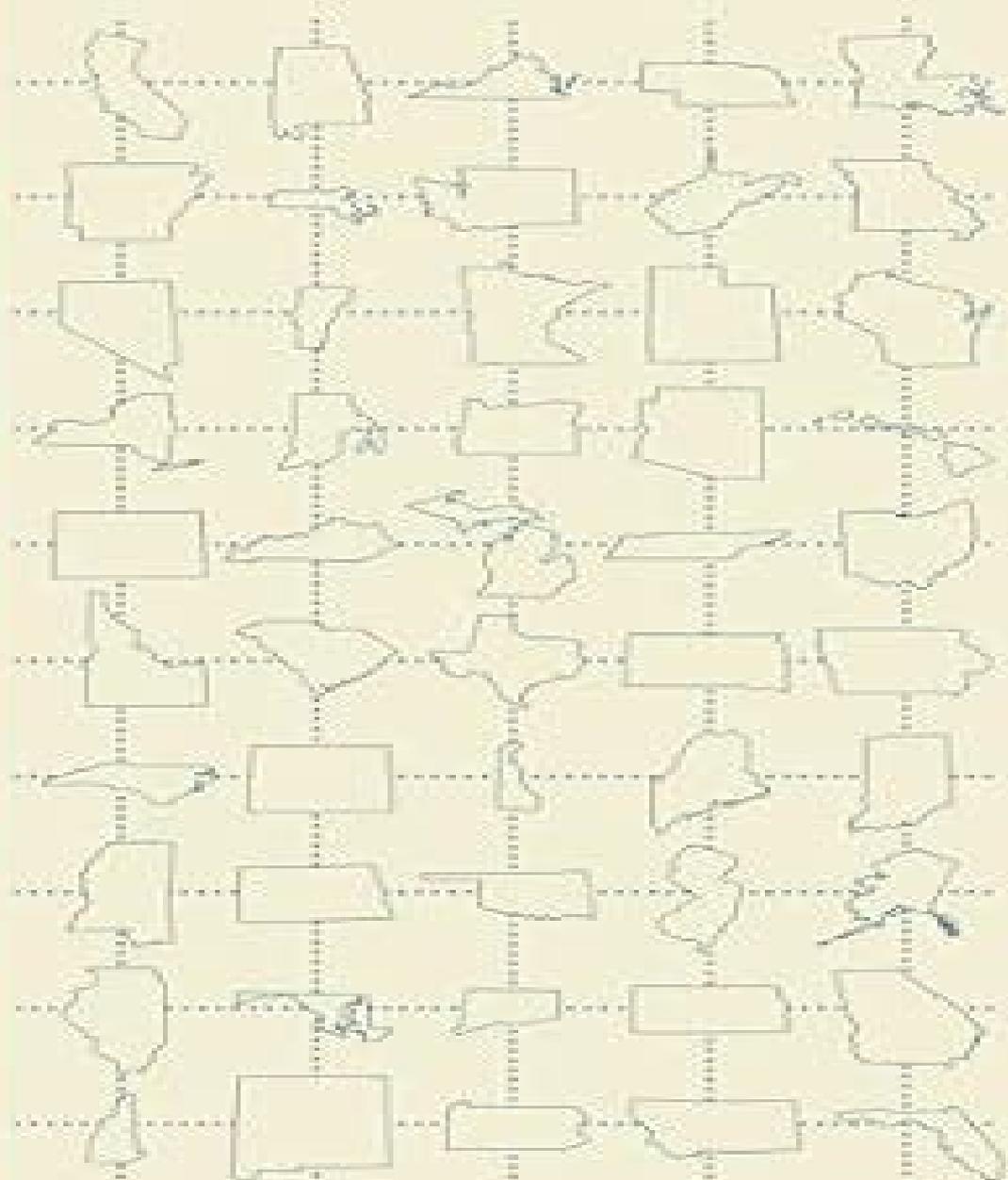


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Ronald M Green, 2004-12-16 2005 State by State Guide to Human Resources Law is the most comprehensive authoritative guide To The employment laws of the 50 states And The District of Columbia it is designed to provide quick access to each state s laws on the expanding number of issues and concerns facing business executives and their advisors request the professionals in Human Resources Compensation and Employee Benefits who work in multijurisdictional environments 2005 State by State Guide to Human Resources Law incorporates a large number of substantive changes and valuable additions To The existing material As follows The Trends and Controversies section features commentary on many recent development Part 1 includes many new cases to reflect recent judicial decisions defining the parameters of enforceable noncompetition clauses in employment contracts Part 2 contains updated tables on protected classifications under state fair employment a discussion of the applicability of Equal Employment Opportunity Commission EEOC guidelines to state fair employment practice enforcement a discussion of the latest judicial decisions that recognize the similarities and differences between federal and state statutes prohibiting discrimination in the workplace and discussion of recent cases and legislation from California Illinois Massachusetts Michigan North Carolina Ohio and Washington that recognize differences between federal and state employment laws Part 3 contains updated coverage of wage and hour laws including requirements for minimum wage overtime frequency of payment recordkeeping and employment of minors Discussion of the Illinois legislation rejecting federal changes to overtime exemptions is also included Part 4 covers new developments in case law and provides information on recent legislation regarding how to avoid having employee handbooks construed as employment contracts Part 5 contains revised and updated information about state mandated employee benefits information about recent developments in laws regulating payments due upon termination death and severance from employment and new cases dealing with issues that have been the subject of recent litigation under both the Family and Medical Leave Act FMLA and individual state family and medical leave laws Part 7 has been expanded to cover important changes to state legislation governing testing for drugs Business executives and their professional advisors today face an increasingly complex web of law and regulation with regard To The human resources function Actions of both the federal And The state governments have placed increasing burdens and responsibilities on business relating To The treatment of applicants and employees And the courts both federal and state have also involved themselves in how employers may deal with applicants and employees importing legal concepts and doctrines of long standing into the domain of the employer employee relationship **2007**

State by State Guide to Human Resources Law John F.. Buckley, Ronald M.. Green, 2007 Human Resource Management in Health Care L. Fleming Fallon Jr., Charles R. McConnell, 2013-08-16 This book introduces human resources to practitioners and students in all disciplines related to health care and health service It covers important topics such as

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to NLRB Invalid Federal Tax Relief Unemployment Insurance Reauthorization Update on Health Care Reform States Address Health Care Reform House Passes Compensatory Time Off Bill Supreme Court Decides Important Title VII Discrimination Cases Bills Prohibiting Discrimination Against Unemployed Introduced in Federal State Legislatures Private Sector Discrimination Charges Decrease Slightly in FY 2012 EEOC Updates Guidance on Employer Use of Arrest and Conviction Records Supreme Court Decides Arbitration Cases Supreme Court Decides Cases Involving Arizona s Unauthorized Worker Laws Supreme Court Rules Pharmaceutical Sales Representatives Are Exempt Outside Sales Persons Under FLSA Federal State Legislation Banning Employer Requests for Social Media Information Supreme Court Applies Proximate Cause Analysis to USERRA Cat s Paw Case Supreme Court Addresses Employee Privacy Expectations DOL IRS Agree with Several States to Address Employee Independent Contractor isclassification Americans with Disabilities Amendments Act Proposed Pregnant Workers Fairness Act Revised EEOC Guidance on ADA and USERRA for Employers Supreme Court Decides States Are Immune from Suit for Damages Under FMLA s Self Care Provision DOL Publishes Revision to FMLA Regulations FMLA Leave for Family of Injured Military Service Members and Veterans States Also Provide Family Military Leave Connecticut Governor Signs Legislative Package Expanding Veterans Benefits New Jersey Is Third State to Enact Paid Family Leave Legislation New York Hawaii California Enact Domestic Workers Bill of Rights States Adopt Measures Prohibiting Discrimination on the Basis of Sexual Orientation and Gender Identity Employment Non Discrimination Act Prohibiting Discrimination on the Basis of Sexual Orientation and Gender Identity Passed by Senate Genetic Information Nondiscrimination Act Generates Charge Filings EEOC Discussion Letter New Developments in Workplace Violence Prevention Federal Immigration and Employment Verification Initiatives States Enact Immigration and Employment Verification Measures Increased Fines Against Employers for Federal Immigration Violations Update on State Compliance with REAL ID Regulations Limiting Use of Social Security Numbers on Pay Stubs and Other Documents Pension Reform Mental Health Parity Act Requirements Expanded by PPACA Sexual Favoritism in the Workplace Reverse Age Discrimination Domestic Partner Benefits and Same Sex Unions State Mandated or Authorized Background Checks Limiting Mandatory Overtime Restrictions on Employee Discussion of Compensation May Violate the NLRA Additional Protection for Whistleblowers Under the Sarbanes Oxley Act Medical Information Privacy Regulations Loss of Unemployment Benefits for Misuse of FMLA Leave California Paid Family Leave a Model for Other States New York Expands Prohibition of Religious Discrimination Courts Limit Public Policy Exception to At Will Rule Ergonomics and the Repeal of the Federal Standard Hostile Work Environment Claim Based on Non Sexual Conduct DOL Issues Opinion Regarding Deductions from Exempt Employees Salaries for Absences Due to Inclement Weather Computer Tech Workers Must Report Discovered Child Pornography Under Illinois Law 2 Defining the Employment Relationship Various Forms of Employment Relationships Offer and Acceptance of Employment Oral Contracts for Employment Written Contracts Obligations Imposed by Operation of Law

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