



# Employee Rights In The Workplace

**Lisa Guerin, Sachi Clements**



## **Employee Rights In The Workplace:**

The Law of the Workplace James W. Hunt, 1984 Guide to management rights and workers rights in the USA comments on labour legislation as regards conditions of employment privacy working conditions minimum wage occupational safety unemployment benefit disability benefit equal opportunity sex discrimination trade union rights collective bargaining labour disputes social security etc Directory of government agencies glossary of labour terms      **Employment and Employee Rights** Patricia Werhane, Tara J. Radin, Norman E. Bowie, 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

**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

**Your Rights in the Workplace** Sachi Barreiro, 2018-07-30 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 **Employees' Rights** Richard C. Busse, 2004 A guide for employees and managers to fair and legal treatment on the job **Your Rights in the Workplace** Barbara Kate Repa, 2002 Your rights in the workplace **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 you 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 **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

Workplace Equality: Understanding Employment Discrimination Laws Quinten J. Tenley, 2024-12-27 Transform Your Workplace with the Power of Equality and Fairness Discrimination in the workplace isn t just a violation of rights it s a barrier to innovation productivity and trust Whether you re an employee navigating unfair treatment or an employer committed to fostering a culture of inclusion understanding employment discrimination laws is vital Workplace Equality Understanding Employment Discrimination Laws is your in depth guide to these essential legal protections empowering you to stand against injustice and build workplaces that work for everyone This book breaks down the often complex web of employment laws into clear actionable insights It explores the protections afforded under laws like the Civil Rights Act ADA and Equal Pay Act while providing practical tools to identify and address discrimination With a focus on understanding your

rights and responsibilities this book equips you with the knowledge needed to create environments where everyone can thrive What You Will Find in This Book A comprehensive history of workplace equality and key legislation Clear explanations of legal protections against discrimination based on race gender age disability sexual orientation and more Practical strategies for recognizing and addressing bias microaggressions and harassment Guidance on filing discrimination complaints and navigating legal remedies Best practices for employers to create inclusive policies and prevent workplace retaliation Insights into emerging challenges such as AI in hiring and intersectional discrimination Real world case studies that reveal lessons from landmark legal battles From employees seeking justice to employers aiming to lead with integrity this book is a must have resource for navigating today s evolving workplace Gain confidence in understanding employment laws take steps to challenge discrimination and contribute to workplaces that celebrate fairness and diversity Workplace Equality isn t just about compliance it s about building a brighter more inclusive future for everyone Let this book be your guide to creating workplaces that embody respect equity and opportunity

### **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 *The American Bar Association Guide to Workplace Law* Barbara J. Fick,American Bar Association,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

### **Employee Rights**

Roger Blanpain,Hoyt N. Wheeler,1994-06-17 Even in countries which regard themselves as model democracies such as the United States of America the situation at the workplace may be entirely different with regard to the basic freedoms and equal treatment In the USA which is a genuine democracy in a political sense the importance which is attached to democratic values is not always apparent in the codes of conduct in American enterprises and organizations The degree to which democratic notions are put into practice in the industrial world is the basic theme of this 28th Bulletin entitled Employee Rights and Industrial Justice

### Workplace Privacy

Jonathan Remy Nash,Samuel Estreicher,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 in the Workplace** Henry H. Perritt (Jr.), 1993 Rights pertaining to hiring firing promotions evaluations fringe benefits taking leave disability collective bargaining etc

Transfer of Business and Acquired Employee Rights Jens Kirchner, Sascha Morgenroth, Tim Marshall, 2016-07-01 This book provides practical business orientated and accessible guidance on key employment and labour law aspects in national and international transfers of business in the European Union its member states and selected important countries around the world It contains a comprehensive overview of relevant topics such as safeguarding of employees rights impacts on employees representatives and on collective agreements company pension entitlements insolvency M A transactions and cross border transfers of business for each country covered This overview is accompanied by summaries of leading case law and excerpts of important national regulations Transfers of business play an important role in today s globalised business world In particular employment and labour impacts of transfers of businesses are often a driving legal and business factor in national and international restructurings and M A transactions The successful implementation of transfers of business requires to recognise and comply with the relevant legal frameworks of the countries involved This publication is written by specialised employment lawyers from around the globe and addresses in house counsels human resources managers and legal advisors in charge of or accompanying national or international transactions

*Bulletin of comparative labour relations*, 1993

**The Essential Guide to Federal Employment Laws** Lisa Guerin, Sachi Clements, 2022-05-31 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 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 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*

*Human Resources Management* St. Clements University Academic Staff , Human Resources Management Talent Acquisition Employee Onboarding and Training Performance Management Compensation and Benefits Employee Relations HR Compliance and Risk Management The Future of HR *Pocket Guide to Workplace Rights of Public Employees* Bonnie G. Bogue,Liz Joffe,Carol Vendrillo,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 **Employment Law** Lori B. Rassas,2020-02-02 *Employment Law A Guide to Hiring Managing and Firing for Employers and Employees* Fourth Edition is a practical text for undergraduate graduate and paralegal employment law human resources and business school courses This unique book approaches each area from the perspective of both employees and employers The balanced approach is organized to track the employer employee relationship focusing on day to day hiring managing and firing practices After an overview of discrimination laws and a discussion of different types of employment relationships the text moves chronologically from the recruitment of candidates through all aspects of employment to the conclusion of the employment relationship Each chapter begins with clear chapter objectives A list of key terms ends the chapter followed by basic questions to ensure students master the key concepts and fact patterns which test student s ability to apply the concepts to workplace matters These fact based scenarios promote critical thinking and develop analytical skills New to the Fourth Edition New coverage of the balancing of employer and employee interests in regard to political expression and social media use Expanded discussion of employer and employee rights with respect to medical marijuana Focus on the heightened attention paid to policies related to workplace romances due to the MeToo movement Enhancement of the materials related to the prohibition of sex discrimination and compensation discrimination materials including the comparing and contrasting of employee rights under Title VII and the Equal Pay Act Introduction of Check it out a teaching tool based on real life scenarios These sidebars raise thought provoking questions designed to initiate both legal and policy discussions and reinforce legal concepts and stakeholder considerations Professors and students will benefit from Materials are chronologically organized and track the employer employee relationship Complicated information is presented in a clear and concise manner Guidance from the very agencies that are ultimately

responsible for the laws that regulate the employment relationship is included Tackling of serious workplace matters is paired appropriately with the injection of humor to increase the attention of students and the likelihood that they retain the knowledge related to key concepts Students who work in human resources employment law are provided with sample forms enforcement guidance and workplace posters that they need to know Practical information within the context of interviewing provides students with a wealth of information and issues that help them frame interview questions that are legally compliant References to the most significant legal cases as well as some lesser known cases represent common themes End of chapter questions ensure students master key concepts Numerous fact patterns test whether students not only understand these concepts but also can apply them to workplace matters These fact based scenarios promote critical thinking and develop analytical skills so that the knowledge can be used by students Key terms appear in the margins where a term is first introduced and in the glossary at the end of the book This comprehensive glossary of key terms provides students with an additional opportunity to review important terms



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