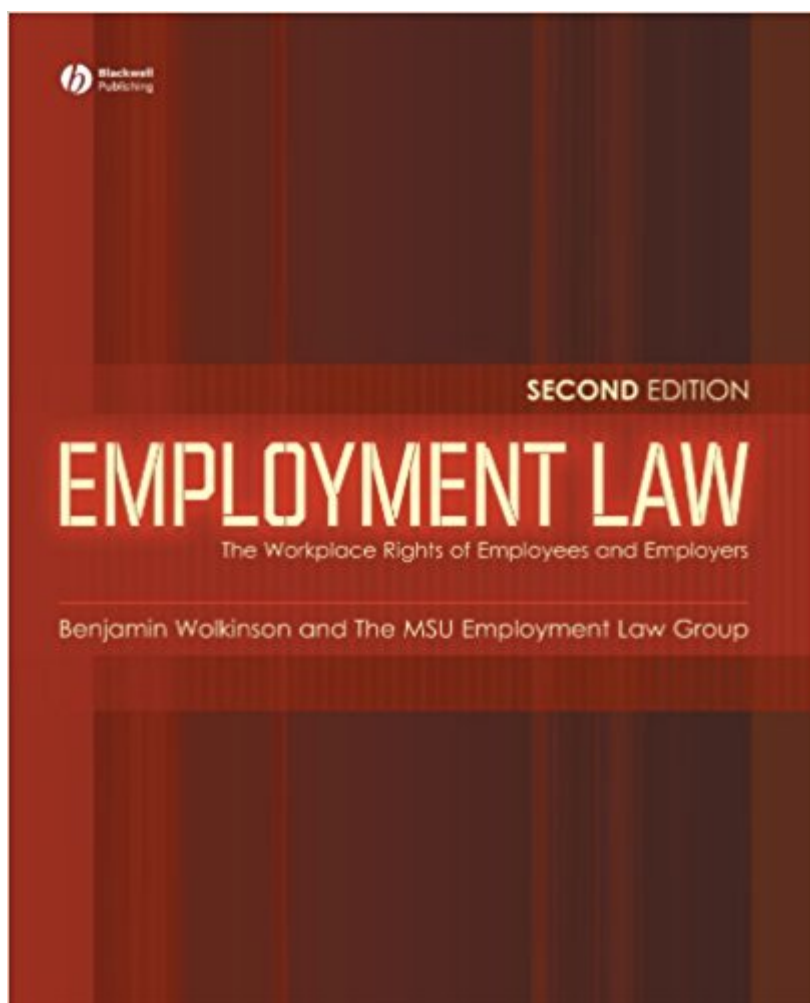


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# Employment Law: The Workplace Rights Of Employees And Employers



## Synopsis

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.

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Employment Law familiarizes the reader with the basics of employment law. It is oriented towards both students taking a course in employment law and human resource professionals whose personnel decisions have immediate legal ramifications. This book 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, but also provides the student and the professional with the basis for evaluating the legal consequences and efficacy of a firm's human resource policies. The second edition of this book has been updated throughout, and now includes recent legal doctrine as well as a focus on new developments, such as the EEOC's program for the mediation of EEO disputes. Also added are cases illustrating the continued application of disparate treatment and disparate impact analysis. Chapters on gender and leave issues in employment, age, religious, and national origin discrimination, affirmative action, employment of the handicapped, privacy, employment at will, and drug testing and the law, have also been significantly revised to examine the continued evolution of public policy in these areas over the current decade.

Benjamin W. Wolkinson is Professor of Labor and Industrial Relations at Michigan State University.

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