

12.4 Major Federal Laws Related to Human Resource Management

Federal Law	Year	Provisions
Equal Opportunity/ Discrimination Laws		
Civil Rights Act	1991	Provides for possible compensatory and punitive damages plus traditional back pay for cases of intentional discrimination brought under Title VII of the 1964 Civil Rights Act. Shifts the burden of proof to the employer.
Americans with Disabilities Act	1990	Prohibits discrimination against qualified individuals by employers on the basis of disability and demands that "reasonable accommodations" be provided for the disabled to allow performance of duties.
Vocational Rehabilitation Act	1973	Prohibits discrimination based on physical or mental disability and requires that employees be informed about affirmative action plans.
Age Discrimination in Employment Act (ADEA)	1967 (amended 1978, 1986)	Prohibits age discrimination and restricts mandatory retirement.
Civil Rights Act, Title VII	1964	Prohibits discrimination in employment on the basis of race, religion, color, sex, or national origin.
Compensation/ Benefits Laws		
Health Insurance Portability and Accountability Act (HIPAA)	1996	Allows employees to switch health insurance plans when changing jobs and get the new coverage regardless of preexisting health conditions; prohibits group plans from dropping a sick employee.
Family and Medical Leave Act	1993	Requires employers to provide up to 12 weeks unpaid leave for childbirth, adoption, or family emergencies.
Equal Pay Act	1963	Prohibits sex differences in pay for substantially equal work.
Health/Safety Laws		
Patient Protection and Affordable Care Act	2010	Imposes a fee on firms with 50 or more employees if the government subsidizes their employees' health care coverage.
Consolidated Omnibus Budget Reconciliation Act (COBRA)	1985	Requires continued health insurance coverage (paid by employee) following termination.
Occupational Safety and Health Act (OSHA)	1970	Establishes mandatory safety and health standards in organizations.

Employment Law A Guide For Human Resource Management

Lori B. Rassas



Employment Law A Guide For Human Resource Management:

Employment Law Beryl Grant, 2001 Students of Human Resource Management and professional managers often find the legal aspect of their study or work overly complex This comprehensive text provides an invaluable resource to these groups by offering an accessible explanation of employment law to non lawyers A valuable resource for non specialist students and managers Dr Nick Bacon University of Nottingham Business School A knowledgeable and useful book on what is a complex and growing aspect of the manager s world It has a more lively feel to it than many of the standard texts on employment law Martin Dowling Dundee Business School University of Abertay Ideal for undergraduate business and management students focusing on HRM and postgraduate students on specialist HRM CIPD and MBA courses this accessible text also provides a comprehensive and succinct introduction to all the key aspects for any professional manager dealing with employee issues

The SHRM Essential Guide to Employment Law Charles H. Fleischer, 2022 The SHRM Essential Guide to Employment Law presents in simple straightforward language everything HR professionals employers and small business owners need to know about their relationship with their employees to comply with the law and protect themselves and their business from legal action Covering more than 200 workplace law topics the Essential Guide provides an overview of U S workplace laws regulations and court decisions that employers large or small are likely to face as well as what pitfalls to anticipate and when to seek professional advice Each chapter offers general principles highlights key issues and provides specific examples and suggestions to help make the employer employee relationship run more smoothly Practical Employment Law Paul

Lewis, 1992 *The SHRM Essential Guide to Employment Law* Charles H. Fleischer, 2018 The SHRM Essential Guide to Employment Law is your One Stop Legal Reference to Employment Law It simple straightforward language on everything HR professionals employers and small business owners need to know about their relationship with their employees in order to comply with the law and protect themselves and their business from legal action Covering more than 200 workplace law topics the Guide provides an overview of U S workplace laws regulations and court decisions that employers large or small are likely to face as well as what pitfalls to anticipate and when to seek professional advice Each chapter offers general principles highlights key issues and provides specific examples and suggestions to help make the employer employee relationship run more smoothly

California Employment Law James J. McDonald, 2019 Written especially for HR professionals and business people California Employment Law An Employer s Guide is the essential resource for avoiding the many perils and pitfalls California employers face Comprehensively updated to address new developments the 2019 Edition features New independent contractor test New harassment training requirements Class action waivers in arbitration agreements New rules on national origin discrimination Requirement that employees be paid for minimal preparation and concluding work Clarification of rules regarding salary history inquiries New NLRB standards for employee conduct policies Requirements for lawful time clock rounding Rules for rest break pay for commissioned and piece rate employees New rules

regarding lactation breaks *California Employment Law* James J. McDonald, 2019 Written especially for HR professionals and business people *California Employment Law An Employer's Guide* is the essential resource for avoiding the many perils and pitfalls California employers face Comprehensively updated to address new developments the 2019 Edition features New independent contractor test New harassment training requirements Class action waivers in arbitration agreements New rules on national origin discrimination Requirement that employees be paid for minimal preparation and concluding work Clarification of rules regarding salary history inquiries New NLRB standards for employee conduct policies Requirements for lawful time clock rounding Rules for rest break pay for commissioned and piece rate employees New rules regarding lactation breaks *The Nonprofit Manager's Resource Directory* Ronald A. Landskroner, 2002-05-14 A newly revised and updated edition of the ultimate resource for nonprofit managers If you're a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions *The Nonprofit Manager's Resource Directory Second Edition* provides instant answers to all your questions concerning nonprofit oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute *The Nonprofit Manager's Resource Directory Second Edition* Contains more than 2 000 detailed listings of both nonprofit and for profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD ROM *The Nonprofit Manager's Resource Directory Second Edition* has the information you need to keep your nonprofit alive and well in these challenging times Topics include Accountability and Ethics Assessment and Evaluation Financial Management General Management Governance Human Resource Management Information Technology International Third Sector Leadership Legal Issues Marketing and Communications Nonprofit Sector Overview Organizational Dynamics and Design Philanthropy Professional Development Resource Development Social Entrepreneurship Strategic Planning Volunteerism **2007 State by State Guide to Human Resources Law** John F.. Buckley, Ronald M.. Green, 2007 *Privacy in the Workplace* Jon D. Bible, Darien McWhirter, 1990-10-24 Just a few years ago the concept of job related privacy was barely recognized by the law and virtually unknown to most employers Under the legal doctrine of employment at will the conditions of most employment were dictated by employers and workers held their jobs at the discretion of their superiors In the past two decades however numerous laws and court rulings have established the doctrine of workplace privacy the protection of employees and job applicants from attempts by employers to learn information about them and to regulate their activities on and off the job This book examines the multi faceted concept of workplace privacy

helping employers and workers to appreciate each other's legal rights and offering practical suggestions for avoiding legal pitfalls. A number of general privacy-related issues are addressed in the volume including how to balance employee privacy interests with business needs, what adjustments should be made in regard to illicit drugs and drug testing and the role of computers in monitoring employees. In language stripped of as much legal jargon as possible, Jon Bible and Darien McWhirter discuss some basic aspects of our legal system and consider why employee screening attracts so much attention today. They review factors that impinge on an employer's right to screen and trace the evolution of the privacy concept from its 1890 recognition as a legal article to its current applications in the field of employment law. Finally, they explore the privacy implications of specific employment screening devices such as AIDS drug and polygraph testing as well as on the job surveillance and lifestyle activity interference. Extensive references are supplied at the end of each chapter and an appendix containing the entire text of the Americans with Disabilities Act of 1990 is also included. This study of an important legal issue will be a valuable reference source for the personnel and human resource professionals in most businesses as well as for any employees who wish to further understand this complicated subject. Students of business and employee relations will also find it to be an important resource as will both academic and public libraries.

Human Resource Practitioners' Guide to Employment Laws Arthur Khong, 2017

Employment Law and Human Resources Handbook 2012 Workplace Law Group, 2011-12-03

The Employment Law and Human Resources Handbook 2012 provides you with all the essential information you need on legislation, regulation, policy, case law, and best practice. Information is presented in plain English and broken down into separate A-Z sections containing legislative summaries, key points, handy fact boxes, and sources of further information. All the guidance is written and compiled by our team of expert authors including top law firms, HR consultants, and regulatory bodies.

Workplace Law's Employment Law and Human Resources Handbook is aimed at all those with an interest in the employment and HR aspects of the workplace and so our readership consists mainly of HR managers, officers, and directors, Personnel managers, as well as General Managers and Directors of small businesses.

Human Resource Management Robert N. Lussier, John R. Hendon, 2020-11-18

Written for both HRM majors and non-majors, Human Resource Management: Functions, Applications, and Skill Development equips students with the skills they need to recruit, select, train, and develop employees. Best-selling authors Robert N. Lussier and John R. Hendon explore the important strategic functions that HRM plays in today's organizations. A wide variety of applications and exercises keep readers engaged and help them practice skills they can use in their personal and professional lives. The Fourth Edition brings all chapters up to date according to the SHRM 2018 Curriculum Guidebook, expands coverage on topics such as diversity and inclusion, AI, employee engagement, and pay equity, and features 17 new case studies on a range of organizations including Starbucks and its response to the COVID-19 pandemic. This title is accompanied by a complete teaching and learning package. Digital Option Courseware SAGE Vantage is an intuitive digital platform that delivers this text's content and course materials in a learning

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Introduction to Human Resource Management Paul Banfield, Rebecca Kay, 2008 Co written by an HR lecturer and an HR practitioner this introductory textbook provides academic and practical insights which convey the reality of human resource management The range of real life cases and learning features enables students to quickly understand the issues in practice as well as theory and brings the subject to life

Armstrong's Handbook of Human Resource Management Practice Michael Armstrong, Stephen Taylor, 2020-01-03 Armstrong s Handbook of Human Resource Management Practice is the bestselling and definitive resource for HRM students and professionals which helps readers to understand and implement HR in relation to the needs of the business This book covers in depth all of the areas essential to the HR function such as employment law employee relations learning and development performance management and reward as well as the HR skills needed to ensure professional success including leadership managing conflict interviewing and using statistics Illustrated throughout in full colour and with a range of pedagogical features to consolidate learning e g source review boxes key learning points summaries and case studies from international organizations such as IBM HSBC and Johnson and Johnson this fully updated 15th edition includes new chapters on the HRM role of line managers evidence based HRM e HRM and the gender pay gap further case studies and updated content covering the latest research and developments Armstrong s Handbook of Human Resource Management Practice is aligned with the Chartered Institute of Personnel and Development CIPD profession map and standards and is suited to both professionals and students of both undergraduate degrees and the CIPD s level 5 and 7 professional qualifications Online supporting resources include comprehensive handbooks for lecturers and students lecture slides all figures and tables toolkits and a literature review glossary and bibliography

Introducing Human Resource Management Caroline Hook, Andrew K. Jenkins, 2019 Introducing Human Resource Management is a lively and engaging introduction to the key topics and issues surrounding people management Clearly linking HR theory to the work environment this book explores core areas such as HR strategy and planning employee engagement diversity and equality and talent management and development The text combines solid academic underpinning with practical examples to allow you to consolidate your learning and apply it in practice

Employment Law Lori B. Rassas, 2017-01-17 Employment Law A Guide to Hiring Managing and Firing for

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Essentials of Human Resource Management Shaun Tyson,2014-12-05 The field of human resource management changes rapidly Following the recession new approaches are needed to succeed in a highly competitive global market place and HR managers now draw on disciplines such as business strategy marketing information systems and corporate social responsibility to meet the need for functional interdependence *Essentials of Human Resource Management* 6th Edition uniquely provides a strategic explanation of how established human resource policies can be adapted to meet new challenges In addition to a thorough exposition of the main policy areas this comprehensive text offers an introduction to organizational behaviour studies incorporates relevant aspects of employee relations and presents an overview of employment law This new edition shows how HR managers can Meet the challenges of international competitiveness through organizational agility Develop policies in talent management total rewards and employee engagement Utilize new technology to improve the efficiency and effectiveness of HRM Balance business demands with corporate social responsibility Written in an accessible manner *Essentials of Human Resource Management* acts as an introduction to the subject for undergraduate students on HRM courses as well as for postgraduate students on MBA programmes and it will also be a valuable reference source for line managers A companion website supports this text with further materials

[Legal Looseleafs in Print](#) Arlene L. Eis,2000 [na](#) , **SHRM 2014 Employment Law & Legislative Conference** Society for Human Resource Management (U.S.),2014

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