



The Employer Bill of Rights: A Manager's Guide to Workplace Law

Jonathan T. Hyman

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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 your 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.

What you'll learn

- How to hire and fire employee without the fear of an expensive discrimination lawsuit.
- How to legally pay your employees under the complex and confusing regulatory scheme imposed by the Fair Labor Standards Act, in addition to legally granting or denying leave of absence requests.
- The who, what, why, when, where, and how of each of the major federal employment discrimination acts.
- The key provisions you need in your employee handbook, and how to draft them.
- How to maintain a bona fide “open door” to avoid problems with retaliation or union organizing—as well as to promote an amicable workplace.
- How to control your operations by implementing legal policies and procedures related to plant shut downs, employee scheduling, work rules and policies, and the maintenance of confidential, critical information.

- Record keeping practices designed to support your decisions.
- Why it matters that you follow the Golden Rule in all personnel matters with your employees.

Who this book is for

The Employer Bill of Rights: A Manager's Guide to Workplace Law targets the owners of small to mid-size businesses and the managers that work in them. These businesses usually lack a dedicated in-house counsel responsible for, or knowledgeable in, labor and employment law. They often may also lack a human resources department. Without these internal resources, such businesses often shoot from the hip when making hiring, firing, pay, and other personnel decisions. Because of the intricacies and nuances of the ever-changing world of labor and employment law, these decisions can lead to costly mistakes. This book ensures that each personnel decision is made with the law—and the company's best interests—in mind.



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Stanley Kamp:

This The Employer Bill of Rights: A Manager's Guide to Workplace Law book is absolutely not ordinary book, you have it then the world is in your hands. The benefit you get by reading this book will be information inside this e-book incredible fresh, you will get details which is getting deeper a person read a lot of information you will get. This kind of The Employer Bill of Rights: A Manager's Guide to Workplace Law without we know teach the one who examining it become critical in pondering and analyzing. Don't possibly be worry The Employer Bill of Rights: A Manager's Guide to Workplace Law can bring once you are and not make your bag space or bookshelves' turn out to be full because you can have it in the lovely laptop even mobile phone. This The Employer Bill of Rights: A Manager's Guide to Workplace Law having great arrangement in word and layout, so you will not experience uninterested in reading.

Mary Crouch:

The reason why? Because this The Employer Bill of Rights: A Manager's Guide to Workplace Law is an unordinary book that the inside of the book waiting for you to snap that but latter it will jolt you with the secret the item inside. Reading this book alongside it was fantastic author who have write the book in such amazing way makes the content within easier to understand, entertaining technique but still convey the meaning entirely. So , it is good for you because of not hesitating having this any longer or you going to regret it. This excellent book will give you a lot of rewards than the other book include such as help improving your ability and your critical thinking method. So , still want to hesitate having that book? If I have been you I will go to the reserve store hurriedly.

Sophie Clark:

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