

The Complete Guide to Human Resources and the Law will help you navigate complex and potentially costly Human Resources issues. You'll know what to do (and what not to do) to avoid costly mistakes or oversights, confront HR problems - legally and effectively - and understand the rules. The Complete Guide to Human Resources and the Law offers fast, dependable, plain English legal guidance for HR-related situations from ADA accommodation, diversity training, and privacy issues to hiring and termination, employee benefit plans, compensation, and recordkeeping. It brings you the most up-to-date information as well as practical tips and checklists in a well-organized, easy-to-use resource. The 2014 Edition provides new and expanded coverage of issues such as:

- A discussion of *Liberty University v. Geithner*, 133 S. Ct. 679. The Supreme Court denied Hobby Lobby's request for an emergency injunction that would have prevented the PPACA contraceptive mandate from taking effect. On the last day of the term ending in June 2013, the Supreme Court ruled that the section restricting marriage for federal-law purposes to a union of one man and one woman of the federal Defense of Marriage Act was unconstitutional. Same-sex marriage is now legal in California, Connecticut, Delaware, the District of Columbia, Iowa, Maine, Maryland, Massachusetts, Minnesota, New Hampshire, New York, Rhode Island, Vermont, and Washington.
- The required FMLA poster and forms were revised.
- A late 2012 per curiam Supreme Court decision held that the Oklahoma Supreme Court should not have invalidated on public policy grounds, the noncompete provisions of two employment contracts.
- The Sixth Circuit held that Supplemental Unemployment Benefit payments to employees who are terminated involuntarily because of business cessation are not FICA wages.
- The validity of hundreds of actions taken by the NLRB has been called into question by an early 2013 D.C. Circuit decision.
- In late 2012, the California Supreme Court ruled that a supermarket's privately owned entrance area is not a public forum as defined by the California constitution.
- The HHS, the DOL, and the Treasury proposed rules supporting wellness programs, including participatory programs that are generally available without regard to the employees' health status (e.g., rewards for taking a health risk assessment; reimbursement of gym membership).
- The Supreme Court drew a distinction between Title VII suits based on personal characteristics (race, color, sex, religion, and national origin) and retaliation suits, requiring retaliation plaintiffs to prove that retaliation was the but-for cause of the adverse job action taken against them.

And much more!

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