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## **Employment Law Answer Book**

**Seventh Edition**

*by Mark R. Filipp and James Ottavio Castagnera*

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The last few years have witnessed extraordinary developments in many areas of employment law. U.S. Supreme Court rulings, legislation, and the increasing globalization of our economy have combined to alter the landscape. *Employment Law Answer Book* provides analysis of the latest judicial and legislative developments in employment law and provides “nuts and bolts” approaches to legal issues affecting the workplace. It is designed to provide quick, accurate, and up-to-date answers to employers, human resources managers, lawyers, and all professionals who need current information about employment law.

### **Highlights of the 2011 Supplement**

The 2011 Supplement to *Employment Law Answer Book, Seventh Edition*, discusses the latest cases, statutes, and developments, including:

- Recent cases interpreting and resolving issues with the Fair Labor Standards Act, Pregnancy Discrimination Act, Title VII, COBRA, Employee Polygraph Protection Act, WARN, and National Labor Relations Act.
- Recent cases under the Equal Pay Act addressing whether pay differentials support claims of discrimination.
- Cases analyzing retaliation claims, including retaliation claims under the FMLA.
- Cases involving the ADEA, including the U.S. Supreme Court’s decision in *Gross v. FBL Financial Services* that clarified the burden that must be met to maintain an ADEA claim.
- Discussion of the U.S. Supreme Court’s decision in *Ricci v. DeStefano*, which held that the city of New Haven violated Title VII when it refused to certify the results of a firefighter’s promotional examination because the exam disproportionately excluded minorities.



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- Recent ERISA cases analyzing plan administrator's decisions involving benefit claims.

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1. Employment Law entails contracts between employers and employees which are normally controlled by specific legislation. In the UK, certain laws have been enacted regulating the areas of sex discrimination, race relations, disability, health and safety, and employee rights in general. Also, certain aspects of employment contracts are covered by Trade Union and Labour Relations Acts 1992. Answer the following questions: Wrongful Termination of Employment 1 1. What does the "employment at will" doctrine mean? 2. Name seven causes which, according to the speaker, are considered to be wrongful discharge. 3. Which actions does the speaker mention as examples of actions for which the employee may be lawfully terminated? Employment law governs the rights and duties between employers and workers. Also referred to as labor law, these rules are primarily designed to keep workers safe and make sure they are treated fairly, although laws are in place to protect employers' interests as well. Employment laws are based on federal and state constitutions, legislation, administrative rules, and court opinions. In nearly every state, the law presumes that employment relationships are at will. That is to say, employers and employees are free to terminate the relationship at any time and for any reason. To answer their question, I usually have to explain how L&I claims work in Washington State. That way, I may have a better understanding of what the person really means by "settlement".