

Complete Guide To Human Resources and the Law with CD, 2016 Edition

By Dana Shilling

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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 ***2016 Edition*** includes updated coverage of the following developments:

- Laws requiring employers to provide paid sick leave have been adopted in Connecticut, California, and Massachusetts, and in a number of cities (New York City, San Francisco, Philadelphia, and Newark)
- The Consolidated and Further Continuing Appropriations Act of 2014, Pub. L. No. 113-235, nicknamed the “Cromnibus” bill, includes the Multi-Employer Pension Relief Act (MPRA)
- The Supreme Court permitted an employer to reduce retiree health benefits, reversing a Sixth Circuit holding that the benefits had vested for life
- The Supreme Court ruled that PPACA subsidies can be paid to taxpayers whether they purchase coverage on a state Exchange or the federal Exchange (in states that have not created an Exchange of their own): King v. Burwell, No. 14-114 (U.S. June 25, 2015)
- Extensive litigation continued on contraceptive mandate, and what religious organizations must do to vindicate their objection to providing contraceptive coverage
- The Supreme Court ruled that all of the states must recognize same-sex marriage, because the right to marriage equality is of constitutional dimensions: Obergefell v. Hodges, No. 14-556 (U.S. June 26, 2015)
- And more

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Jose Gould:

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Elizabeth Branch:

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Elisa Dumont:

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