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Managers and the legal environment p

Integrating business law with ethics and effective management, Bagley's MANAGERS AND THE LEGAL ENVIRONMENT: STRATEGIES FOR 21ST CENTURY, 8E provides future managers with the legal knowledge and risk management techniques needed to succeed in global business. This book, known for its cutting-edge reach and strategic approach, offers one of the most comprehensive but easy-to-understand presentations of the modern global business legal environment. Proven training features such as Inside Story and Perspective boxes illustrate how the law affects daily management decisions and business strategies, and the manager's dilemma feature concerns readers consider issues such as whether outsourcing labor to a country known for poor working conditions and the ethics of structuring a business to avoid internal taxes. In compliance with the AACSB requirements, the eighth edition examines the legal, political, regulatory and ethical aspects of the business. Reflecting recent events and decisions, the text of recent coverage includes regulation of commercial speech, disclosure of corporate political expenditures, application of the Fourth Amendment to cell phone location data, patentability of human genes, use of social media by employees, regulatory responses to climate change, fiduciary duties of managers of limited liability companies, fcc's proposed rules on net neutrality, constitutionality of Obamacare, use of race in the college , Marriage Law Protection, NSA surveillance programs, the right of college football players to unite, and more. Important Notice: Media content mentioned in product description or product text may not be available in the e-book version. What key laws and federal agencies influence human resources management and labor relations? Federal laws help ensure a fair and non-discriminatory number of job seekers and workers. Recruitment, training and employment must be impartial. Decisions on promotion and compensation should be based on productivity. These laws help all Americans who have the talent, training, and desire to go forward. The list lists key laws that currently affect human resources management and labour relations (figure). Several laws regulate wages, pensions and unemployment compensation. For example, the Fair Labor Standards Act establishes a federal minimum wage, which is periodically raised by Congress. Many minimum-wage jobs are held by service firms such as fast food chains and retail stores. The Pension Reform Act protects the pension incomes of workers and pensioners. Federal tax laws also affect including employee profit distribution and share purchase plans. When John F. Kennedy signed the Equal Pay Act in 1963, the goal was to end the practice of paying lower wages to women for the same work, depending on their gender. In B time, women with full-time jobs earned between 59 and 64 cents for every dollar their male counterparts earned in the same job. Although the law had been enacted for several decades, progress had been slow. On April 17, 2012, President Barack Obama declared National Equal Pay Day, saying that women who work full-time earn just 77 cents for every dollar earned by their male counterparts. In 2016, the wage gap changed slightly: women earned 80.5 percent of men's earnings. Daniel Puckett, Gender Wage Gap Has Just Shrunk for the First Time in a Decade, The Washington Post, , September 15, 2017; Barry Rees and Monique Rees, Effective Human Relationships: Interpersonal and Organizational Applications, 13e (Mason, OH: Cengage Learning, 2017), page 356. Laws affecting the Human Resources Management Act Purpose of the Agency for Enforcement of the Social Security Act (1935) Provides Retirement Income and The Elderly Health Office Wagner's Social Security Act (1935) Gives workers the right to merge and prohibits employer unfair labor practices by the National Labor Relations Board Fair Labor Law Act (1938) Sets the Minimum Wage, Limits Child Labor, establishes overtime pay and hour Division, Department of Labor Taft-Hartley Act (1947) obliges the union to bargain in good faith and prohibits the union unfair labor practices Federal Mediation and Conciliation Service Equal Pay Act (1963) Eliminates pay differences based on gender equal employment Opportunity of the Civil Rights Commission (1964), Title VII prohibits discrimination in employment by race, the Discrimination Act (1967) prohibits age discrimination against persons over the age of 40 and the Equal Employment Opportunity Act (1970) protects the health and safety of workers , provides no danger in the workplace by the Occupational Safety and Health Administration of Vietnam Veterans' Adjustment Act (1974) Requires positive employment of Veterans of the Vietnam War Veterans Service Employment, The Department of Labor Employee Pension Income Act (1974) - also called the Pension Reform Act sets minimum requirements for the Private Pension Plans Tax Service, Department of Labor, and Pension Benefit Guarantee Corporation Pregnancy Discrimination Act (1978) Considers Pregnancy as a Disability, Prevents Employment Discrimination Based on Pregnancy Equal Employment Opportunity Commission Immigration Reform and Control Act (1986) Checks the Right to Employment Prevents Employment, Alien Employment, Immigration and Naturalization Systems Services Americans with Disabilities Act (1990) Prohibits Discrimination in Employment based on The Mental or Physical Disability Department Employment and Medical Leave Act (1993) (1993) Unpaid maternity leave, adoption or sickness by the Equal Employment Opportunity Commission Employers should also be aware of changes in laws relating to employee safety, health and confidentiality. The Occupational Safety and Health Act (OSH Act) requires employers to provide jobs free of health and safety hazards. For example, manufacturers should require their dock loading staff to wear steel-nosed shoes so that their feet are not damaged if the materials are discarded. Drug and AIDS testing is also regulated by federal law. Another employee law that continues to affect the workplace is the Americans with Disabilities Act. To be considered disabled, a person must have a physical or mental impairment that greatly limits one or more of the basic activities of life. According to the U.S. Census Bureau, more than 40 million Americans, 12.6 percent of the population, became disabled in 2015. Kristen Bialik, 7 Facts about Americans with Disabilities, Pew Research Center, , July 27, 2017. Employers cannot discriminate against people with disabilities. They must make reasonable accommodation so that qualified staff can do the work, unless it leads to unnecessary business difficulties. Changing work schedules, changing equipment so that a wheelchair user can use it, and making buildings accessible by ramps and elevators are considered reasonable. The two companies often praised for their efforts to hire disabled people are McDonald's and DuPont. The Family and Medical Leave Act was enacted in 1993. The law guarantees the preservation of paid health benefits, as well as return to the same or equivalent work, and applies to employers with 50 or more employees. It requires these employers to provide unpaid leave of up to 12 weeks for any 12-month period to employees who have worked at least a year and worked at least 1,250 hours during the past year. Reasons for leave include the birth or adoption of a child; Serious illness of the child, spouse or parent; or a serious illness that prevents an employee from doing a job. According to the Bureau of Labor Statistics, only 11 percent of all private industry workers have access to paid family leave. Low-wage workers fare even worse. Only 5 per cent of low-wage workers receive paid maternity leave, and almost half will not take leave because they cannot afford to do without income. The United States remains one of four countries in the world (along with Liberia, Suriname and Papua New Guinea) that do not guarantee paid leave to care Child. Barry Rees and Monique Rees, Effective Human Relationships: Interpersonal and Organizational Applications, 13e (Mason, OH: Cengage Learning, 2017), page 362. The Laws of Wagner and Taft-Hartley govern the relationship between employer and union. Workers have the right to unionization and collective bargaining Company. The employer should deal with the union fairly, bargain in good faith, and not discriminate against the employee who belongs to the union. The union must also represent all employees covered by the employment agreement to deal fairly and in good faith with the employer. Several federal agencies oversee employment, security, compensation and related areas. The Occupational Safety and Health Administration (OSHA) sets health and safety standards, provides safety training and inspects workplaces (e.g. assembly plants, construction sites and warehouses) to determine the employer's compliance with safety regulations. For some professions, danger is part of the job responsibilities. Job-related casualty counts usually define miners, loggers, pilots, commercial fishermen and metallurgists as keeping the deadliest jobs. The death toll from accidents at work is often associated with the use of heavy or outdated equipment. However, many work-related deaths also occur in general traffic accidents or as homicides. Pictured are miners at the Miner's Memorial and Pennsylvania Welcome Center. What laws and institutions are designed to improve safety at work? (Credit: Mike Steele/Flickr/Attribution 2.0 General (CC BY 2.0)) The Department of Labor's Department of Wages and Hours enforces the federal Minimum Wage and Overtime Act of the Fair Labor Standards Act. Employers covered by this law must pay some employees a bonus (or one and a half hours) for all hours, working for 40 within one week. The Equal Employment Opportunity Commission was established under the Civil Rights Act of 1964. It is one of the most influential institutions responsible for enforcing labour law. EEOC has three main functions: dealing with complaints of discrimination, issuing written provisions, collecting and disseminating information. An employment discrimination claim may be filed by an individual or a group of employees who work for the company. The group may consist of a protected class such as women, African Americans or Hispanics. A protected group can file a class action, which could eventually become a lawsuit. As a measure to prevent discrimination in employment, many employers have established affirmative action programmes to increase employment opportunities for women and minorities, even with affirmative action and other efforts by companies to follow the law, and each year the EEOC receives tens of thousands of complaints from current or former employees. Cash benefits, EEOC wins for employees, have grown significantly over the past 10 years. Large cash settlements often occur when the EEOC files a class action against the employer. In 2017, for example, Ford Motor Company settled sexual and racial harassment lawsuits against more than 30 women worth more than \$10 million at two Chicago plants. Alexia Alexia Ford settles sexual, racial harassment claims at Chicago factories for \$10 million, Chicago Tribune, , August 17, 2017. In addition, Sears, Motorola and ATT were required to pay large salaries and offer special training to minority workers after the court found that they had been discriminated against. The NLRB was created to enforce the Wagner Act. Five of its members are appointed by the President; the agency is headquartered in Washington, D.C., and regional and field offices are scattered throughout the United States. NLRB field agents investigate allegations of misconduct by employers and unions (or unfair labor practices) and oversee elections to decide on union representation. Judges hold hearings to determine whether employers and unions have violated the law. The Federal Mediation and Reconciliation Service helps trade unions and employers negotiate employment agreements. Agency specialists who serve as impartial third parties between the union and the company use two processes: reconciliation and mediation, both of which require expert communication and persuasion. In conciliation, the specialist helps management and the union to focus on dispute issues and acts as a communication channel or communication channel through which the union and the employer send messages to each other and share information with each other. The specialist plays a more important role in mediation, offering compromises to disputed organizations. Discuss laws governing wages, pensions and workers' compensation. Describe the Americans with Disabilities Act. How do the Wagner and Taft-Hartley Laws affect employment relations? What key laws and federal agencies influence human resources management and labor relations? A number of federal laws (listed in (figure)) affect human resources management. Federal law prohibits discrimination on the basis of age, race, sex, color, national origin, religion or disability. The Americans with Disabilities Act prohibits discrimination against people with disabilities and requires employers to change working conditions for disabled people. The Family and Health Care Leave Act requires employers, with a few exceptions, to grant employees unpaid leave for up to 12 weeks per year. Vacation may be for the birth or adoption of a child or due to a serious illness of an employee or family member. The federal agencies that manage human resources are the EEOC, OSHA, the Office of Federal Compliance Programs (OFCCP) and the Department of Labor's Office of Wages and Hours. and ofCCP are the main employment discrimination law enforcement agencies. OSHA enforces safety rules, and the Office of Wages and Hours enforces the minimum wage and related laws. Many companies hire positive and security workers to ensure compliance with anti-discrimination and workplace safety measures The Wagner and Taft-Hartley laws govern the relationship between the union and the administration, in part because of the functions performed by the National Labor Relations Board. The law gives workers the right to form and join trade unions and obliges the employer to deal fairly with the union. affirmative action programmes set up by organizations to increase employment opportunities for women and minorities. conciliation process, in which a labour management negotiator acts as a preparatory for management and trade unions and helps to focus on issues. The Equal Employment Opportunity Commission (EEOC) handles complaints of discrimination, issues discrimination provisions, and disseminates information. mediation negotiation

process, in which the specialist facilitates the discussion of employment contracts and offers compromises. The Occupational Safety and Health Administration (OSHA) sets standards for workplace safety and health and enforcement. Protected classes Specific groups that have legal protection against discrimination in employment; women, African Americans, Native Americans and others. Other. managers and the legal environment pdf. managers and the legal environment 9th edition pdf. managers and the legal environment 8th edition pdf. managers and the legal environment strategies for business 9th edition pdf. managers and the legal environment strategies for the 21st century pdf. managers and the legal environment strategies for business pdf. managers and the legal environment 8th edition pdf download. managers and the legal environment 8th edition free pdf

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