



## Features of This Text

**Comprehensive coverage** of employment and labor compliance issues for businesses. Starting with an overview of the sources of employment law, including distinguishing workers from independent contractors, the text proceeds to review recruitment, selection, and testing guidelines, cases, and applicable laws. Employment contracts and common employment law torts are reviewed. Students will learn the procedures workers must follow to pursue discrimination and harassment claims. A global survey of applicable civil rights laws and regulations, including topics of recent interest, such as the 2010 Health Care Act, as amended, the Lilly Ledbetter Fair Pay Act of 2009, GINA, and the USERRA follow. Workplace privacy, federal labor law, wage and hour issues, health and safety, and retirement benefit issues are all presented. Two topics of special interest are immigration and employment law for the global employer.

**Briefed cases** in the language of the court appear in each chapter. Each case is followed by questions for student discussion, covering critical thinking, ethical issues, and contemporary applications.

**Case-based examples** are introduced throughout each chapter. Legal citations appear in notes at the ends of chapters to improve readability.

**Workplace application** features in each chapter challenge the business student to use the legal principles of that chapter to solve common business issues.

**Ethical problems** throughout the text focus on the practical but principled application of the law.

**Concept summaries** appear frequently in each chapter to review and reinforce student learning.

**Key terms and concepts** are listed at the end of each chapter.

**Chapter summaries** provide students with compact overviews of the chapters' main points.

**End-of-chapter cases** provide opportunity for additional review and assignments.

**Human resource forms** in each chapter extend student learning and improve comprehension. These forms, most of which were developed by the authors, provide real-world examples of applications of chapter concepts in the workplace and can form the basis of a toolkit of practical resources for business managers.

**Full texts of relevant statutes** are provided in the online resource.

## Online Student Support Features

The companion website for *Contemporary Employment Law* by C. Kerry Fields and Henry R. Cheeseman at [http://www.aspenlegalcollege.com/fields\\_employment](http://www.aspenlegalcollege.com/fields_employment) includes additional resources for students, including the following:

- Additional practice questions, including sample true/false, multiple-choice, and short-answer questions to test student understanding of concepts.
- A Critical Legal Thinking Assignment for each chapter, in business memorandum form, to promote student writing and legal analysis skills. Each assignment is based on an actual court case.
- Additional human resource forms.
- Internet exercises in which students review pertinent websites and apply the information gained to issues presented.
- Blogs useful to students developing materials for their class presentations.
- Supplementary statutory and regulatory materials necessary to enable students to read and apply the legal authority required to solve the practical business problems presented in the Loislaw research, writing, and class presentations.
- Study aids to help students master the key concepts for this course. Visit the site to access interactive StudyMate exercises such as flash cards, matching, fill-in-the-blank, and crosswords. These activities are also available for download to an iPod or other hand-held device.

The text comes packaged with 4 months of prepaid access to Loislaw's online legal research database, available at <http://www.loislawschool.com>. Loislaw provides access to online research including up-to-date cases, statutes, rules, and regulations, and primary law for all 50 states and federal jurisdictions. The website to accompany this text includes Loislaw legal research and writing assignments, as well as Loislaw small-group projects and class presentations.

Blackboard and eCollege course materials are available to supplement this text. This online courseware is designed to streamline the teaching of the course, providing valuable resources from the book in an accessible electronic format.