



State By State Guide To Human Resources Law 2013 Edition

John F. Buckley IV, Ronald M. Green

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State By State Guide To Human Resources Law 2013 Edition John F. Buckley IV, Ronald M. Green *State by State Guide to Human Resources Law* is the most comprehensive, authoritative guide to the employment laws of the 50 states and the District of Columbia. It is designed to provide quick access to each state's laws on the expanding number of issues and concerns facing business executives and their advisors - the professionals in HR, compensation, and employee benefits who work in multijurisdictional environments.

Useful, time-saving features provided throughout *State by State Guide to Human Resources Law* include:

- **Concise overviews** of each topical area
- Dozens of **at-a-glance tables** summarizing the law in each state and how it applies to specific situations
- **Citations to Authority** with reference to court cases and state statutes giving you immediate access to original source
- And more!

The 2013 Edition of *State by State Guide to Human Resources Law* has been updated to include:

- Coverage of the Patient Protection and Affordable Care Act (PPACA), its effect on employers, and the latest development on the constitutionality of the Act
- Update on health care legislation enacted in several states
- Analysis of private sector employment discrimination charges filed with the EEOC, including charge statistics, with a breakdown by type of discrimination alleged
- Discussion of federal and state legislation that would prohibit discrimination against the unemployed in hiring
- Coverage of federal and state efforts to curb illegal immigrant hires and the results of legal challenges
- Examination of the progress of the states in complying with the federal REAL ID Act and regulations
- Discussion of federal and state efforts to combat the misclassification of employees as independent contractors
- Update on state laws on possession of firearms at places of employment
- Coverage of recent state and federal legislative efforts to prohibit employers from requiring employees and job applicants to disclose their passwords to social media and private email accounts as a condition of employment
- The California Supreme Court has ruled that employers do not have a duty under the California Labor Code's meal period requirements to make sure that their hourly workers actually take their meal breaks
- Discussion of the latest developments in the unemployment benefit and tax cut provisions of the American Recovery and Reinvestment Act (ARRA) and the Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act
- Analysis of recent Supreme Court decisions, including the case upholding the PPACA (National Federation of Independent Business v. Sebelius), two cases involving Arizona's illegal immigration laws (Chamber of Commerce of U.S. v. Whiting and Arizona v. United States), and a case involving pharmaceutical sales representatives and the Fair Labor Standards Act (Christopher v. Smith Kline Beecham Corp.)
- Discussion of developments in the area of same-sex unions and domestic partner benefits
- Updated information on state drug testing legislation in the workplace

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