

Employment Law Answer Book

Seventh Edition

by Mark R. Filipp and James Ottavio Castagnera

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 Seventh Edition

Employment Law Answer Book, Seventh Edition, discusses the latest cases, statutes, and developments, including:

- The sweeping modifications to the Americans with Disabilities Act (ADA) under the ADA Amendments Act of 2008, effective January 1, 2009.
- Recent modifications to the Family Medical Leave Act (FMLA) under the National Defense Authorization Act and the final FMLA rules published by the Department of Labor, effective January 16, 2009.
- The Lilly Ledbetter Fair Pay Act of 2009.
- The Genetic Information Nondiscrimination Act of 2008, which took effect May 21, 2008.
- Temporary amendments to the Consolidated Omnibus Budget Reconciliation Act (COBRA) under the American Recovery and Reinvestment Act of 2009.
- Recent cases interpreting and resolving issues with the ADEA, COBRA, Employee Polygraph Protection Act, Equal Pay Act, ERISA, Pregnancy Discrimination Act, Immigration Reform and Control Act, Fair Labor Standards Act, Title VII, National Labor Relations Act, and Worker Adjustment and Retraining Notification Act.
- The latest advice on H1N1 (swine) Flu.



- President Obama's 2009 Executive Orders affecting government contractors and their unions.

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