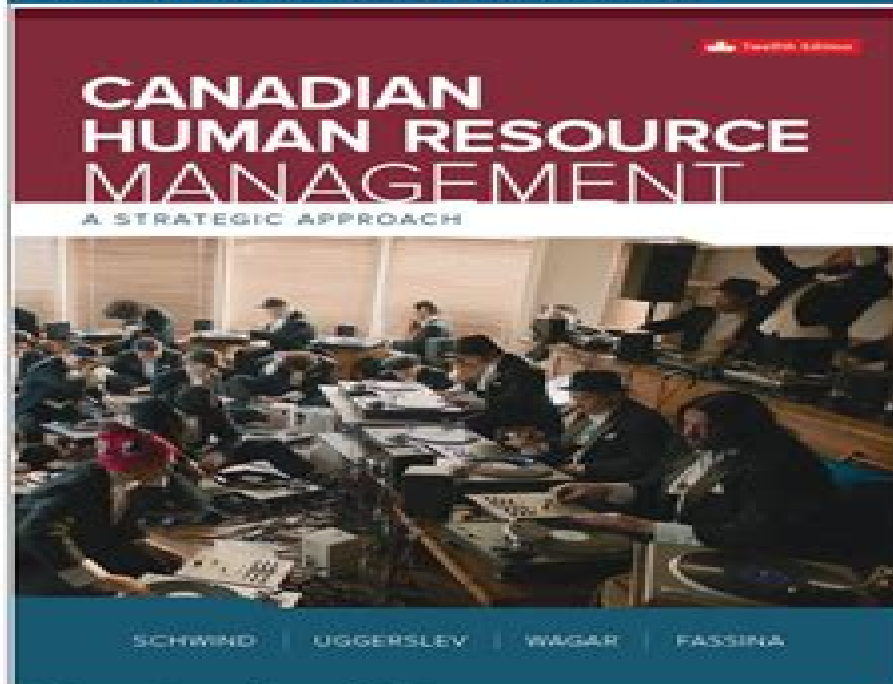




Employee Benefits and Services

10

Krista Uggerslev, NAIT

Chapter

Chapter Ten

Ten

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Learning Objectives

Describe the objectives of indirect compensation.

Explain how government furthers employee security and which major Canadian laws relate to it.

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Brendan G. Carr



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Defining and Applying HRM in the Workplace Richard Heiser, 2015-09-15 With a focus on the essentials *Defining and Applying HRM in the Workplace* is a learning instrument through which managers and students of management can learn and apply effective HR strategies and tactics in public private and nonprofit organizations of any size Resources in Education ,2001 **Employment-at-will Reporter** ,1994 **Human Resource and Contract Management in the Public School** Bernadette Marczely, David William Marczely, 2002-09-04 Human resource management an essential part of public school administration is particularly vulnerable to legal interpretation and challenge Like all other institutions that receive federal funds public schools have a unique rulebook that sets the parameters for management particularly with respect to human resource issues This authoritative text is an essential resource for administrators It will help new and experienced managers to navigate the practical and legal concerns likely to affect the many human resource functions including recruiting hiring and firing personnel collective bargaining staff development and record keeping and reporting The insightful discussion of the laws and policies currently structuring human resource management is augmented with examples of forms and procedures to be used in addressing particular hr functions An Instructor s Manual has been developed to accompany this text *Federal Register* ,1992-07-21 2005 State by State Guide to Human Resources Law John F. Buckley, Professor for the Study of Ethics and Human Values Ronald M Green, 2004-12-16 2005 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 request the professionals in Human Resources Compensation and Employee Benefits who work in multijurisdictional environments 2005 State by State Guide to Human Resources Law incorporates a large number of substantive changes and valuable additions To The existing material As follows The Trends and Controversies section features commentary on many recent development Part 1 includes many new cases to reflect recent judicial decisions defining the parameters of enforceable noncompetition clauses in employment contracts Part 2 contains updated tables on protected classifications under state fair employment a discussion of the applicability of Equal Employment Opportunity Commission EEOC guidelines to state fair employment practice enforcement a discussion of the latest judicial decisions that recognize the similarities and differences between federal and state statutes prohibiting discrimination in the workplace and discussion of recent cases and legislation from California Illinois Massachusetts Michigan North Carolina Ohio and Washington that recognize differences between federal and state employment laws Part 3 contains updated coverage of wage and hour laws including requirements for minimum wage overtime frequency of payment recordkeeping and employment of minors Discussion of the Illinois legislation rejecting federal changes to overtime exemptions is also included Part 4 covers new developments in case law and provides information on recent legislation

regarding how to avoid having employee handbooks construed as employment contracts Part 5 contains revised and updated information about state mandated employee benefits information about recent developments in laws regulating payments due upon termination death and severance from employment and new cases dealing with issues that have been the subject of recent litigation under both the Family and Medical Leave Act FMLA and individual state family and medical leave laws Part 7 has been expanded to cover important changes to state legislation governing testing for drugs Business executives and their professional advisors today face an increasingly complex web of law and regulation with regard To The human resources function Actions of both the federal And The state governments have placed increasing burdens and responsibilities on business relating To The treatment of applicants and employees And the courts both federal and state have also involved themselves in how employers may deal with applicants and employees importing legal concepts and doctrines of long standing into the domain of the employer employee relationship

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