



## Complete Guide To Human Resources and the Law with CD, 2016 Edition

By Dana Shilling

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*The Complete Guide to Human Resources and the Law* will help you navigate complex and potentially costly Human Resources issues. You'll know what to do (and what not to do) to avoid costly mistakes or oversights, confront HR problems - legally and effectively - and understand the rules.

*The Complete Guide to Human Resources and the Law* offers fast, dependable, plain English legal guidance for HR-related situations from ADA accommodation, diversity training, and privacy issues to hiring and termination, employee benefit plans, compensation, and recordkeeping. It brings you the most up-to-date information as well as practical tips and checklists in a well-organized, easy-to-use resource.

The *2016 Edition* includes updated coverage of the following developments:

- Laws requiring employers to provide paid sick leave have been adopted in Connecticut, California, and Massachusetts, and in a number of cities (New York City, San Francisco, Philadelphia, and Newark)
- The Consolidated and Further Continuing Appropriations Act of 2014, Pub. L. No. 113-235, nicknamed the “Cromnibus” bill, includes the Multi-Employer Pension Relief Act (MPRA)
- The Supreme Court permitted an employer to reduce retiree health benefits, reversing a Sixth Circuit holding that the benefits had vested for life
- The Supreme Court ruled that PPACA subsidies can be paid to taxpayers whether they purchase coverage on a state Exchange or the federal Exchange (in states that have not created an Exchange of their own): *King v. Burwell*, No. 14-114 (U.S. June 25, 2015)
- Extensive litigation continued on contraceptive mandate, and what religious organizations must do to vindicate their objection to providing contraceptive coverage
- The Supreme Court ruled that all of the states must recognize same-sex marriage, because the right to marriage equality is of constitutional dimensions: *Obergefell v. Hodges*, No. 14-556 (U.S. June 26, 2015)
- And more

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