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Introduction to Employee Benefits Law: Policy and Practice ...

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Employee Benefits refers to compensation provided in whole or in part to workers, by their employers, to supplement their wages or salaries, but are not required by law. Some of these benefits include the following: life insurance; health insurance; short-term and long-term disability insurance; sick leave; paid vacation; pensions; tuition reimbursement; relocation expenses; housing; profit sharing; child care benefits; and other miscellaneous perks.

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The Third Edition of INTRODUCTION TO EMPLOYEE BENEFITS LAW: POLICY AND PRACTICE has been updated to reflect the state of federal law as of June 1, 2010. With regard to group health plans, the Third Edition contains complete coverage of the Patient Protection and Affordable Care Act, as amended by the Health Care and Education Reconciliation Act of 2010.

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ERISA: Principles of Employee Benefit Law highlights the common themes, central principles, and competing policies of employee benefits law in a compact, accessible work. ERISA (Employee Retirement Income Security Act of 1974) case law is vast - there are thousands of reported decisions on some topics. This book selectively analyzes key cases to provide a coherent account of the principal features of ERISA and benefits law. The book examines the labor law requirements applicable to employee benefit plans, which are enforceable by private civil action and continue to produce a large volume of litigation and also provides an introduction to the types of employee benefit programs and an overview of ERISA's policies and scope. This detailed text addresses ERISA's conduct controls and pension content controls. ERISA: Principles of Employee Benefit Law will also explore some of the more important reform proposals that the current system seems likely to engender.

Employee benefits and executive compensation, long a matter of considerable interest to employees and employers, have become subjects of increasingly intense public scrutiny and debate in the past few years. Indeed, you cannot pick up a newspaper, listen to a news broadcast, or consult the Internet without encountering a report on these subjects. These issues played heavily during the 2008 presidential campaign.

This title is part of the LexisNexis Graduate Tax Series. Employee Benefits Law: Qualification Rules and ERISA Requirements, Second Edition, differs from other employee benefits casebooks and practicing legal education materials in the following ways: • The book makes a clear delineation of the qualification requirements of the IRC applicable to employee benefit plans versus ERISA requirements. As such, most of the materials focus on pension and profit sharing plans. However, the tax rules applicable to welfare benefit plans and nonqualified deferred compensation plans are also discussed. • The book places a strong emphasis on planning and policy, focusing on the adoption, maintenance, and correction of such plans. • The substantive qualifications of the IRC are discussed in full. ERISA's fiduciary, enforcement, reporting, and disclosure standards are also set forth. Sophisticated realistic problems are an integral part of the materials, and are included throughout. These problems will require careful analysis and application of code and regulation provisions, administrative pronouncements, case law, and other relevant sources. Perhaps more important for a graduate tax program, the problems not only require careful analysis, but the application requires dealing with situations when the most careful reading of the materials does not supply an answer. An additional, in-depth, take-home problem may be used as the basis for class discussion or a graded written assignment. Employee Benefits Law is divided into two sections. Part 1 addresses the specific qualification requirements of the tax code applicable to all employee retirement plans, from both the employee and employer perspective. Part II addresses tax rules applicable to welfare benefits and nonqualified deferred compensation plans and ERISA rules applicable generally to all employee benefits plans. Thereafter, the ERISA rules applicable to employee retirement plans and welfare plans are covered.

Employment Law, Second Edition, presents a dynamic survey of contemporary issues. As an introduction to employment or labor law, or as a supplement to traditional collective bargaining or employment discrimination courses, Richard Carlson offers complete coverage of basic employment law and fills in the gaps between labor and discrimination. Engaging and timely, Employment Law, Second Edition features: cutting-edge topics, including the rights of undocumented workers, disputes over working time and abusive pay practices, enforcement of rights to health insurance and other benefits, investigation of employee misconduct, wrongful discharge, "whistleblowers," conflicts between the demands of work and family, covenants not to compete, and more complete coverage of basic employment law doctrine and legislation, including the latest new employment statutes and cases consistent emphasis on context with regard to potential employment disputes, such as the formation of the employer-employee relationship; questions of status; and employee selection, compensation, supervision, discharge; and post-employment disputes a thought-provoking case selection that will stimulate class discussion Updated throughout, the Second Edition offers: the latest developments in legal protection for undocumented workers and liabilities of their employers new cases and laws on employee selection, including the Genetic Information Nondiscrimination Act (GINA) and restrictions against "personality testing" of employees developments in the law of compensation, including antitrust violations by employers, disputes over working time, and class and "collective" actions for unpaid wages updated treatment of rules of nondiscrimination and fiduciary duty in employer-provided health, retirement and other benefit plans analysis of state efforts to mandate employer-provided health insurance coverage of new laws for the protection of employees whose family members are called to active military duty expanded and updated coverage of legal protections for whistleblowers and other employees acting in the public interest, including the latest draft of the proposed Restatement of Employment Law Exploring contemporary topics in employment law, from employee status and contract formation to termination and post-termination issues. Employment Law, Second Edition focuses on the real-life context of potential employment disputes.

This new edition has been updated to include the Health Insurance Portability and Accountability Act (HIPAA) and the Social Security and Medicare implications of the new 1997 tax and budget bills. In all its editions, Employee Benefits is considered to be the most comprehensive benefits text on the market. This is a great resource for small business owners and human resource professionals.

The social security of the European Union (EU) has become of vital significance for persons living or working in a EU Member State. The creation of the European Economic Area and near accession of the candidate Members (East European countries) has further increased the relevance of this law. This book describes EU social security law, beginning with the rules relevant to migrant workers. Coverage includes Regulations 1408/71 and 574/72 and the case law of the Court of Justice of the EC. The book analyses the contributions of these judgments to the developments of coordination law and to the realisation of the objective of free movement of workers. In this respect the relation of the Regulation and the EC Treaty, which is shown in for instance the Kohl and Decker judgments, is analysed. Special attention is paid to the Proposal for Simplification and Modernisation of Regulation 1408/71. A second main part of EU social security law is the law on equal treatment of men and women. The Court of Justice issued several main decisions, of which the Barber judgment is a wellknown example. Since then, the case law has been further developed and this book helps the reader to understand the present state of affairs. A separate chapter analyses the combat against social exclusion of the EU and the instruments developed for this purpose. This is the completely revised and updated fourth edition of an authoritative book.

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