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Freedom of Speech in the Public Workplace Marcy S. Edwards,1998 **Freedom of Speech and Employment** Lucy Vickers,2002 Government and The NHS **Speechless [electronic resource]** Bruce Barry,2007 A factory worker is fired because her boss disagrees with her political bumper sticker A stockbroker feels pressure to resign from an employer who disapproves of his off hours political advocacy A flight attendant is grounded because her airline doesn't like what she's writing in her personal blog Is it legal to fire people for speech that makes employers uncomfortable even if the content has little or nothing to do with their job or workplace For most American workers the alarming answer is yes Speechless takes on the state of free expression in the American workplace exploring its history explaining how and why Americans have come to take freedom of speech for granted and demonstrating how employers can legally punish employees for speaking their minds Bruce Barry shows how constitutional law erects formidable barriers to free speech in workplaces while employment law gives employers wide latitude to suppress speech with impunity even speech that is unrelated to the job or the company Employers with rights of property ownership over not just what they manage but how they manage can decide just how much employee speech they will tolerate Workers have little choice but to accept conditions of employment or go elsewhere Barry argues that a toxic combination of law conventional economic wisdom and accepted managerial practice has created an American workplace in which freedom of speech that most crucial of civil liberties in a healthy democracy is something you do after work on your own time and even then for many only if your employer approves Barry proposes changes both to the law and to management practice that would expand employees expressive rights without jeopardizing the legitimate interests of employers In defense of freer speech in and around the workplace Barry argues that a healthy democracy depends in part on the experience of liberty at work Workplaces are key venues for shared experience and public discourse so workplace speech rights matter deeply for advancing citizenship community and democracy in a free society **Speechless** Bruce Barry,2009-01-22 Pressed to come up with a list of critical issues facing the contemporary American workplace one thinks quickly of job insecurity stagnant wages health care costs downsizing off shoring workplace safety and retirement worries Freedom of expression for employees might seem less urgent than these issues but it is precisely the freedom to **A Legal Guide to Public Employee Free Speech in North Carolina** Stephen Allred,1989 Determining whether an employee's First Amendment free speech interests should prevail over legitimate employer concerns for an efficient workplace is a difficult question that this book attempts to answer To give public employers and public employees an understanding of the legal framework in which free speech issues are decided is the purpose of this book The first section traces the development of the public employee free speech right in the decisions of the United States Supreme Court setting forth the basic analytical framework within which these cases are decided The second section focuses more closely on the variables within the Supreme Court's analytical framework by examining a number of lower court decisions paying particular attention to the

decisions of the North Carolina Court of Appeals the North Carolina federal district courts and the Fourth Circuit Court of Appeals SI **Employment Law Update, 2020 Edition** HENRY H. PERRITT (JR.), Perritt Jr Henry H, 2020-03-14

Employment Law Update 2020 Edition analyzes recent developments of interest to employment law practitioners representing plaintiffs defendants and labor unions It comprehensively covers recent developments and case law in the rapidly changing employment and labor law field Comprised of 7 chapters each written by an expert in employment law this updated edition provides timely incisive analysis of critical issues Employment Law Update 2020 Edition provides where appropriate checklists forms and guidance on strategic considerations for litigation and other forms of dispute resolution Highlights of coverage in this 2020 Edition include Analysis of the proliferating state and municipal ordinances and statutes requiring employers to adopt predictable schedules Case law under the Americans With Disabilities Act involving employees or applicants for employment who claim that their inability to relate well to others constitutes a statutory mental disability that must be accommodated How the acquiring firm in an acquisition and the surviving firm in a merger can improve the chances of retaining preferred employees including the likely impact of various equity and option arrangements The rapidly changing legal landscape for covenants not to compete including a review of basic common law concepts and the reach of new statutes that limit the enforceability of covenants in several states The possibility that employer rules may constitute unfair labor practices under the National Labor Relations Act under the doctrine of The Boeing Company case which allows employers to avoid liability by offering justification for rules such as those prohibiting employee use of camera in the workplace The controversy over political speech by professional athletes and the legal framework defining the rights of players teams and leagues considering that the First Amendment does not apply to the non state actors Guidance to multinational employers on how to conduct an internal investigation without running afoul of widely differing national laws on privacy and other employee rights Note Online subscriptions are for three month periods Previous Edition Employment Law Update 2019 Edition ISBN 9781543808452 The Law of Higher Education William A. Kaplin, Barbara A.

Lee, 2011-03-08 Based on the fourth edition of The Law of Higher Education the indispensable guide to law that bears on the provision of higher education this Student Edition provides an up to date reference and guide for coursework in higher education law It also provides a guide for programs that help prepare higher education administrators for leadership roles This important reference is organized into five main parts Perspectives and Foundations The College and Its Governing Board and Staff The College and Its Faculty The College and Its Students and The College and the Outside World Each part includes the sections of the full fourth edition that most relate to student interests and are most suitable for classroom instruction for example The evolution and reach of higher education law The governance of higher education Legal planning and dispute resolution The interrelationships between law and policy The college and its employees Faculty employment and tenure Academic freedom Campus issues student safety racial and sexual harassment affirmative action computer networks

services for international students Student misconduct Freedom of speech hate speech Student rights responsibilities and activities fees Athletics and Title IX Copyright **Decent Work in the Digital Age** Tamás Gyulavári, Emanuele Menegatti, 2022-10-20 This book explores the legal and practical implications of the digital age for employment and industrial relations To that end the book analyses the problems arising from the digitalisation of work and the negative effects on working conditions in fields such as platform work robotisation discrimination data protection and freedom of speech It also looks at how to ensure decent working conditions for workers affected by digitalisation by investigating the minimum standards that should be ensured to mitigate negative effects and how these could be best guaranteed by legislation and collective bargaining The book presents a theoretical framework on the impact of automatisisation robotics and digitalisation on the very basic principles of individual and collective labour law The chapters provide an in depth analysis of new patterns of work prompted by digitalisation including classification of platform workers recognition of employment and social security rights competition law aspects of platform work remote tele work arrangements algorithmic decision making and remote surveillance data protection and privacy and social media in working environments The book is an important reference for academics and researchers social partners and policy makers with an interest in labour law and industrial relations

Personnel Literature , 1982 , *Speechless* Bruce Barry, 2007-06-18 A factory worker is fired because her boss disagrees with her political bumper sticker A stockbroker feels pressure to resign from an employer who disapproves of his off hours political advocacy A flight attendant is grounded because her airline doesn't like what she's writing in her personal blog Is it legal to fire people for speech that makes employers uncomfortable even if the content has little or nothing to do with their job or workplace For most American workers the alarming answer is yes Here Bruce Barry reveals how employers and courts are eroding workers ability to express themselves on and off the job with damaging consequences for individuals their employers and civil society as a whole He explains how the law and accepted management practice stifle free speech on the job why employers make repressive choices and what workers can do to protect themselves And he shows that not only are our rights as employees being diminished but also our effectiveness as citizens as participants in the civic conversations that make democracy work *Religious Freedom, Religious Discrimination and the Workplace* Lucy Vickers, 2016-11-03 This book considers the extent to which religious interests are protected at work with particular reference to the protection against religious discrimination provided by the Equality Act 2010 It establishes a principled basis for determining the proper scope of religious freedom at work and considers the interaction of freedom of religion with the right not to be discriminated against on grounds of religion and belief The book locates the debates surrounding religion and belief equality within a philosophical and theoretical framework in which the importance of freedom of religion and its role within the workplace are fully debated This second edition is fully revised and updated in the light of recent case law from the UK and the European Court of Human Rights which deals with religious discrimination and freedom of religion *Encyclopedia of American Civil*

Liberties Paul Finkelman, 2013-11-07 This Encyclopedia on American history and law is the first devoted to examining the issues of civil liberties and their relevance to major current events while providing a historical context and a philosophical discussion of the evolution of civil liberties Coverage includes the traditional civil liberties freedom of speech press religion assembly and petition In addition it also covers concerns such as privacy the rights of the accused and national security Alphabetically organized for ease of access the articles range in length from 250 words for a brief biography to 5 000 words for in depth analyses Entries are organized around the following themes organizations and government bodies legislation and legislative action statutes and acts historical overviews biographies cases themes issues concepts and events The Encyclopedia of American Civil Liberties is an essential reference for students and researchers as well as for the general reader to help better understand the world we live in today

Monthly Labor Review ,2000-04 Publishes in depth articles on labor subjects current labor statistics information about current labor contracts and book reviews

The Oxford Handbook of the Law of Work ,2024-07-31 At the core of all societies and economies are human beings deploying their energies and talents in productive activities that is at work The law governing human productive activity is a large part of what determines outcomes in terms of social justice material wellbeing and the sustainability of both It is hardly surprising therefore that work is heavily regulated This Handbook examines the law of work a term that includes legislation setting employment standards collective labour law workplace discrimination law the law regulating the contract of employment and international labour law It covers the regulation of relations between employer and employee as well as labour unions but also discussions on the contested boundaries and efforts to expand the scope of some laws regulating work beyond the traditional boundaries Written by a team of experts in the field of labour law the Handbook offers a comprehensive review and analysis both theoretical and critical It includes 60 chapters divided into four parts Part A establishes the fundamentals including the historical development of the law of work why it is needed the conceptual building blocks and the unsettled boundaries Part B considers the core concerns of the law of work including the contract of employment doctrines main protections in employment legislation the regulation of collective relations discrimination and human rights Part C looks at the international and transnational dimension of the law of work The final Part examines overarching themes including discussion of recent developments such as gig work online work artificial intelligence at work sustainable development amongst others

Political Power in America Anthony R. DiMaggio, 2019-12-01 Analyzing major political institutions such as Congress the courts the presidency and the media this book chronicles how the interests of affluent Americans particularly business professional and corporate interests dominate over those of average citizens Anthony R DiMaggio examines American political behavior as it relates to lobbying citizen activism media consumption and voting to demonstrate how the public is often misinformed and manipulated regarding major political and economic matters However record public distrust of the government and the increasing popularity of mass protests suggest that most Americans are deeply unhappy with the

political status quo and many are willing to fight for change Political Power in America details this interplay between a political system dominated by the affluent few and the rise of mass political distrust and protest It offers information and tools needed to better understand the democratic deficit in American politics while providing opportunities for discussing what we might do to address the mounting crisis of declining democracy *Public Administration and Law* Julia Beckett, Heidi O. Koenig, 2015-02-12 Public Administration and Law has been edited for use as a supplement for an undergraduate or MPA level course on administrative law The selections all from the pages of Public Administration Review have been chosen to enlighten and enliven the contents of any standard administrative law textbook Each of the book's main sections begins with introductory text and discussion questions by the volume editors Julia Beckett and Heidi Koenig followed by relevant readings from PAR The book's contents follow the standard pattern established by the field's major textbooks to facilitate the instructor's ability to assign readings that illuminate lectures and text material The book concludes with two invaluable resources a bibliography of 65 years of PAR articles concerning public law plus a bibliography of law related articles appearing in other journals published by ASPA *The Library's Legal Answer Book* Mary Minow, Tomas A. Lipinski, 2003-01-23 With coverage of all the issues of the day filters fair use copyright Web publishing and Internet use software sharing ADA compliance free speech privacy access and employment and liability issues you will have a librarian's JD in short order **Government Regulation of the Employment Relationship** Bruce E. Kaufman, 1997 Ever since the emergence of industrial relations as a field in the late 1920s three different approaches to labor problems have been focal points for research and debate according to Bruce E Kaufman What he refers to as employers solutions involve personnel management workers rely on unionism and collective bargaining and the third component the community depends on government regulation in the form of protective labor legislation and social insurance programs Kaufman contends that government regulation has contributed significantly to the remarkable progress made during the twentieth century in achieving a more productive and humane workplace As labor problems have changed debate about the efficacy of government regulation has continued In this volume some of the most distinguished scholars in industrial relations frame the current issues develop theoretical insights and provide an objective review of the empirical evidence Handbook of Section 1983 Litigation 2010 Lee, David W. Lee, 2010-05-05 If you need the short answer to a Section 1983 question and you can't afford to waste time running down the wrong research path turn to the Handbook of Section 1983 Litigation 2010 Edition This essential guide is designed as the practitioner's desk book It provides quick and concise answers to issues that frequently arise in Section 1983 cases from police misconduct to affirmative actions to gender and race discrimination It is organized to help you quickly find the specific information you need whether you're counsel for the plaintiff or defendant You will find a clear concise statement of the law governing every aspect of a Section 1983 claim extensive citation to legal authority every major Supreme Court ruling on Section 1983 as well as key opinions in every circuit and a detailed overview

of case law The Handbook of Section 1983 Litigation 2010 Edition is written by David Lee a practicing expert with 20 years of litigation experience He has lectured on civil rights topics before thousands of litigators during his career and argued four cases before the United States Supreme Court as well as numerous cases before the Tenth Circuit Court of Appeals This new updated 2010 Edition features coverage of recent important Section 1983 U S Supreme Court cases including Fitzgerald v Barnstable School Committee Baze v Rees Crawford v Marion County Election Board Pearson v Callahan Rothgery v Gillespie County Engquist v Oregon Department of Agriculture Locke v Karass Van de Kamp v Goldstein This is the one reference to keep at your fingertips at a hearing trial or deposition when dealing with Section 1983 cases

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