

# Employment Regulation in the Workplace: A Comprehensive Guide to Legal Obligations and Employee Rights



## Employment Regulation in the Workplace: Basic Compliance for Managers by Nicolas Jabko

★★★★☆ 4.7 out of 5

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Employment regulation is a body of laws that govern the relationship between employers and employees. These laws are designed to protect the rights of employees and ensure that they are treated fairly in the workplace. Employment regulation covers a wide range of topics, including:

- Hiring and firing
- Wages and hours
- Discrimination
- Harassment
- Health and safety

- Unions
- Strikes

Employment regulation is a complex and ever-evolving field of law. This guide provides a comprehensive overview of the legal obligations of employers and the rights of employees in the workplace.

## **Legal Obligations of Employers**

Employers have a number of legal obligations to their employees. These obligations include:

- Paying employees at least the minimum wage
- Providing employees with overtime pay when they work more than 40 hours per week
- Keeping accurate records of employee hours
- Providing employees with a safe and healthy workplace
- Not discriminating against employees based on race, religion, gender, or other protected characteristics
- Not harassing employees
- Allowing employees to form unions and engage in collective bargaining

Employers who violate these legal obligations may be subject to penalties, including fines, back pay, and reinstatement of employees who have been discriminated against or harassed.

## **Rights of Employees**

Employees have a number of rights in the workplace. These rights include:

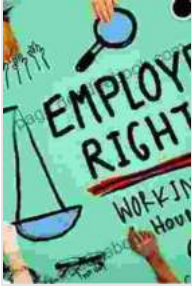
- The right to be paid at least the minimum wage
- The right to overtime pay when they work more than 40 hours per week
- The right to a safe and healthy workplace
- The right to be free from discrimination and harassment
- The right to form unions and engage in collective bargaining
- The right to strike

Employees who believe that their rights have been violated can file a complaint with the Equal Employment Opportunity Commission (EEOC) or the National Labor Relations Board (NLRB).

### **Enforcement of Employment Regulations**

Employment regulations are enforced by a variety of agencies, including the EEOC, the NLRB, and the Occupational Safety and Health Administration (OSHA). These agencies investigate complaints of violations of employment laws and take enforcement action, such as issuing fines, back pay, and reinstatement of employees who have been discriminated against or harassed.

Employment regulation is a complex and ever-evolving field of law. This guide provides a comprehensive overview of the legal obligations of employers and the rights of employees in the workplace. If you have any questions about employment regulation, you should consult with an attorney.



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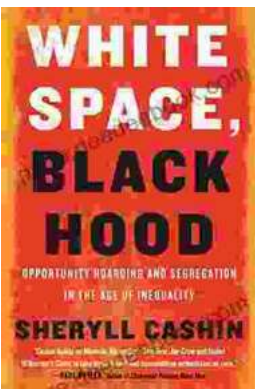
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