

Book Review:

What Every Business Manager and HR Professional Should Know About Federal Labor and Employment Laws

By Louis P. DiLorenzo and Sheldon I. London

What Every Business Manager and HR Professional Should Know About Federal Labor and Employment Laws, co-authored by Messer's Louis P. DiLorenzo and Sheldon I London, is a complete, single-source guide that explains all the significant federal labor and employment laws that can affect a business or organization. Now in its 7th edition, this one-volume, 301-page, soft cover guide has everything you need to know – written in plain English, and all in one place.

The book is written for employers, business managers, HR professionals – just about anyone who has employees – as well as students majoring in human resource and labor relations. The authors say, “We did not write this guide to replace having a lawyer, but rather to provide information to help professionals better interact with outside counsel and build positive work environments.”

Each of the 18 chapters focuses on particular aspects of federal labor and employment law. The authors' expertise in labor law covers all the bases, including explanations of what the laws are, coupled with relevant background information as to why and how the laws were created. They interpret what each statute means, and offer guidance as to what organizations can do to ensure compliance and how to develop effective and positive employee-related programs.

The guide has numerous Q & A sections and special callouts that address issues HR managers face every day. For example, there are over 40 frequently asked questions (with answers) regarding the Family Medical Leave Act. Helpful checklists, such as those on hiring, evaluating performance and termination, offer a road map as to how to proceed. Not only can you read about what you should do, but identify “personnel practices to avoid” as well.

DiLorenzo's and London's combined 67 years of legal practice working with employers is evident throughout the book. DiLorenzo heads up a 53-person employment law division and London has served as legal counsel for a number of prominent professional business associations in the country.

What Every Business Manager and HR Professional Should Know About Federal Labor and Employment Laws is applicable to both large and small organizations. Large corporations will find it a great resource for training HR and management staffs, while smaller companies (who have an HR manager wearing many hats) will find it to be a terrific reference that lets them “get their arms around” some very complex subjects.

The guide is published by Windsor Media Enterprises and is available on their website at www.wmebooks.com.

