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Richard Carlson, Scott Moss

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The **Third Edition** features developments in federal and state legal strategies against "illegal" alien workers. New material explores employer use of the internet and social media to conduct background checks on applicants and to monitor employee activities the audit and regulation of work-related communications through social media, employee email, electronic communications, and data storage. New issues in employer drug testing law include the disrobing of examinees and "visual" observation. Other important new developments covered in the Third Edition include fraudulent inducement claims against employers under state tort law, the effect of health reform (Patient Protection and Affordable Care Act) on employee benefits law, and new statutes protecting employee rights regarding "off-duty conduct" and lifestyle. Expanded discussion of employee claims based on implied covenant of good faith under state contract law is presented. An update on the rights of employees returning from military service is featured along with developments in advance waiver of right to jury.

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