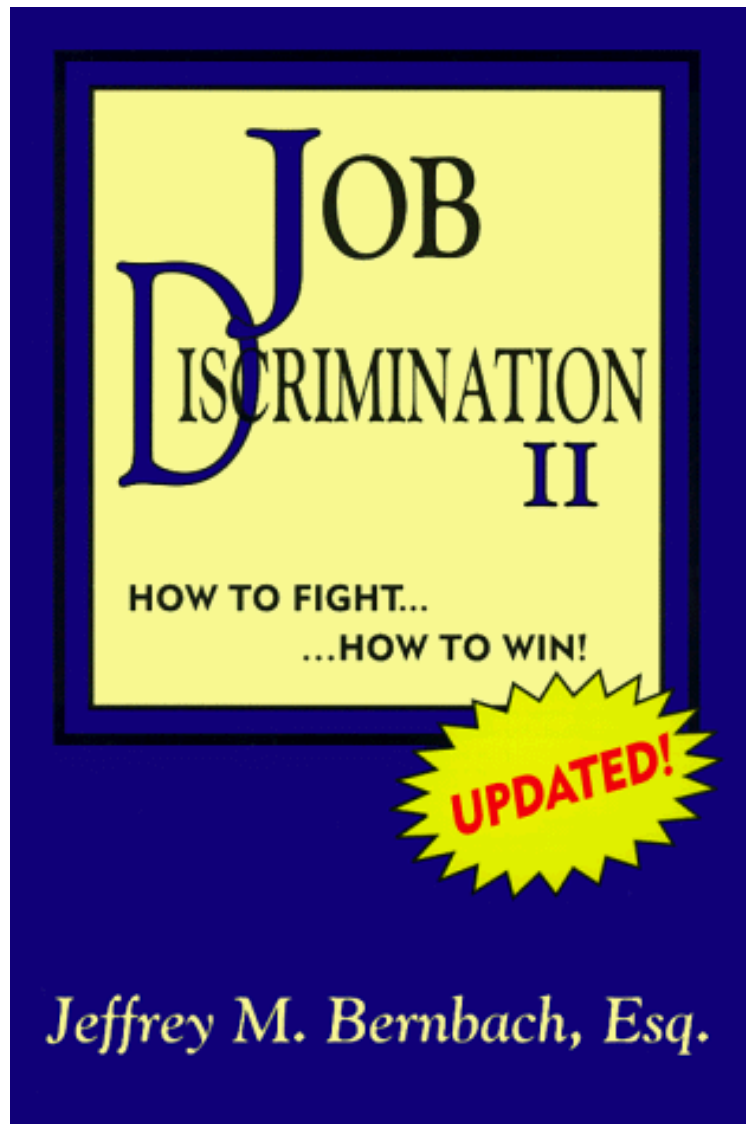


[Get free] Job Discrimination II: How to Fight, How to Win

Job Discrimination II: How to Fight, How to Win

Jeffrey M. Bernbach

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Jeffrey M. Bernbach : Job Discrimination II: How to Fight, How to Win before purchasing it in order to gage whether or not it would be worth my time, and all praised Job Discrimination II: How to Fight, How to Win:

3 of 4 people found the following review helpful. How to Fight, NOT How to WinBy AussieBernbach's book is a useful primer on the mechanics of considering whether to file and how to file a discrimination based legal action. In that regard, it is practical and useful. It therefore fulfills one of its subtitle's promises - How To Fight.It does not substantively address the second promise - How to Win which is why I only give it 3 stars. While its case comments (not really studies) are interesting, there is little or no discussion of what can determine the ultimate success or failure

of a legal action. For age discrimination cases, there is a much better book by Raymond F. Gregory titled "Age Discrimination in the American Workplace - Old at a Young Age." This book is very helpful in determining what it takes to win and presents more complete case studies in illustrating the important legal points and trends. This book, also available on , is not as procedural, so can best be considered an adjunct to rather than a substitute for Bernbach's book. 1 of 2 people found the following review helpful. Job Discrimination II By James W. Preston, Sr. All I can say is, don't waste your time; too basic with no real meat. What is in this book can easily be extracted from the Internet. In fairness, if you are starting out as an EEO counselor in your workplace this is ok; or if you're just trying to be enlighten on the subject matter. 12 of 13 people found the following review helpful. A Must Read for All Members of the Workforce By A Customer With all of the recent attention paid to employment discrimination in the media and in the courts, I thought I should read Job Discrimination II. I'm really glad I did. I now feel like an expert on the law and I am fully armed with the information I need if I should ever have problems at work. So far I haven't had any problems but I have some friends who have. I recommended this book to all of them. Bernbach manages to illuminate the reader on all aspects of employment law without ever sounding like a legal textbook. He also provides many examples from real life situations that make the book enjoyable as well as informative. This is a must read for anyone who works for a living.

Job Discrimination is a straightforward user's guide that gives workers the know-how and confidence to fight back against unlawful workplace bias. Top employment discrimination lawyer Bernbach gives instructions on when, where and how to file a discrimination claim, and explores the myths and misconceptions of employer invincibility. The author clearly explains the legislation that protects employees and outlines courses of action once a decision has been made to pursue a job discrimination claim.

"Bernbach's measured approach lays out clearly what actions should be taken. Specializing in labor law with more than a quarter century's experience, Bernbach devotes separate chapters to age discrimination, sex discrimination, sexual harassment, discrimination against the disabled, and discrimination based on race, religion, or national origin. Quite helpful are Bernbach's advice on why and how to pursue an employment discrimination claim and his assurances regarding myths and misconceptions about filing. He also clearly explains each of the steps and stages in the process, from filing to settlement." -- (Booklist, February, 1996 From the Author Half a century ago, employment discrimination manifested itself mainly in terms of racial, religious, ethnic, or sexual offenses, and few laws protected workers from such discrimination. But in 1964, the rights of employees were more clearly delineated when the federal government passed Title VII of the Civil Rights Act, safeguarding working men and women from all the traditional forms of discrimination except age and disability discrimination. The age gap was remedied in 1967 by the Age Discrimination in Employment Act, and disability came under the protection of federal law a few years later under the Rehabilitation Act of 1973, and again in 1991 by virtue of the Americans with Disabilities Act. For much of my legal career - including a five-year stint as a Wall Street lawyer - my area of specialization and expertise has been labor law. During those early years when I defended corporations, people often asked me to represent and prosecute individuals' cases, but I refused - adhering to the bromide that you can't serve two masters. But by 1990, the demand for individual legal representation had multiplied as men and women became more aware of their rights in the workplace. (Or, perhaps this increase in litigation reflected exponentially the increase in employers' discriminatory practices against employees.) By 1990, it was time for me to reexamine where I was going with my own career interests. In fact, it was time for me to move to the other side of the fence. I felt I had something to offer individuals with employment grievances - not the least of which was I knew "the nature of the beast," the giant corporations with unlimited staff, unlimited money, and the not-so-limited ability to run roughshod over workers with less power, clout, and resources. Switching sides was a challenge, but well worth it. As we proceed through this last decade of the twentieth century, employment discrimination claims are escalating. Men and women who have been wrongfully discharged by "downsizing" or "rightsizing" or because they are the wrong race, or wrong size, or wrong sex, or wrong age, or wrong religion, or have the wrong physical characteristics, deserve a fair hearing. I don't see myself as a latter-day Atticus Finch from To Kill a Mockingbird. But I do see a responsibility to help those who have been discriminated against in the workplace get their day in court. From the Inside Flap "New forms of employment discrimination seem to crop up all the time. There is certainly a pressing need for a comprehensive overview of this problem. (Job Discrimination) provides an important serviced by informing employees of the range of legal options available to them in cases of job discrimination." Robert J. Torricelli, United States Senator, New Jersey "Clearly, this is an important issue and one that certainly should be addressed." Andy Friendly, Vice President Prime Time Programs, CNBC "It is really surprising that there has never been a comprehensive book on employment discrimination considering how important the issue has become. This book appeals to employees but should also alert companies that they better be prepared." Ronald A. Galotti, Publisher, Vogue Magazine