The study of employment law is a useful experience. In every workplace, employers and employees must deal with the expanding scope and complexity of employment-related issues. It is one of the most dynamic areas of the law because these changes occur rapidly because of new laws, regulations, and court decisions. In addition, political, economic, and competitive forces compel these changes.

Reflecting decades of practical experience as business lawyers and university professors, we present legal theory with the student in mind. We revised every chapter to include even more examples to promote student comprehension of the material. It is our intent to equip the student with the tools need to identify and explain common employment law issues. It is our goal that this text will impart the information students must know to be happy and successful in their business and professional careers.

For the Third Edition of Contemporary Employment Law, we spent considerable time trimming material, summarizing concepts, and providing new study aids to accelerate student learning. Employment law has evolved since the prior edition, as knowledgeable students will recognize. We still suffer from the lingering effects of the last recession; and, as a result, a gig economy has developed in tandem with traditional employment relationships. The amorphous boundaries of privacy rights in the workplace pose new problems for employers. Innumerable federal and state court decisions issued since the last edition have expanded employee rights in the workplace. Subject areas most affected by federal regulatory agencies have substantially changed. Keeping in mind the title of this text, the authors have incorporated these changes and added many new features to the text. We invite our readers to appraise them and offer suggestions to improve them in future editions.