



Employment Law: Going Beyond Compliance to Engagement and Empowerment

Rosemarie Twomey

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Employment Law: Going Beyond Compliance to Engagement and Empowerment, by Rosemarie Feuerbach Twomey, focuses on the laws that have the greatest impact on the relationships between employers and employees?in particular, the common law governing the employment relationship which has dramatically changed the application of the employment at will doctrine, and the many statutory requirements of fair employment practices that promote equal opportunity to all employees.

The book is premised on three core beliefs:

- 1.Managers can gain a meaningful understanding of the laws that apply to the employer-employee relationship and the implications of those laws for how business is conducted.
- 2.Compliance with employment laws is best accomplished by following effective management practices that include fair treatment of workers.
- 3.Understanding, appreciating, and following the spirit of employment laws?and not being unreasonably constrained by the letter of those laws?will contribute significantly to the strategic goals of any organization.

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