

Employment Law Study Guide

Chapter 1 Section 1-7

Section 1.1 Introduction to Law:

Purpose and Function of Law

Law: A binding set of rules for human behavior established by legitimate authority. The purpose and function of law is to:

- Prevent undesirable, or promote desirable behavior
- Facilitate for private arrangements between individuals
- Settle private and public disputes
- Determine procedures for changing law
- Regulate the institutions of state to protect individual freedom
- Keep peace
- Remedy social injustice
- Facilitate planning
- Provide for the orderly change in government

Common Law and Precedent

U.S law is based on the English and American common law, which consist of opinions of judges in cases covering hundreds of years.

- **Precedent:** a controlling rule, example or guide established by a judge that provides a framework for other judges to follow in later cases.

-**Stare decisis:** Latin for (let the decision stand) the doctrine of a court following the precedent of an earlier court.

Supreme Law of the Land: The Constitution

Every law in the land must comply with the provisions of the Constitution, or that law is void.

Judicial Review: The power of the Supreme Court to consider whether a law complies with the Constitution.

Main Functions of the Constitution

It first establishes the three branches of the federal government and allocates the divisions of powers between them. Second and most importantly as it pertains to employment law the Constitution enumerates fundamental rights- the Bill of Rights- of citizens and protects them from the government's ability to restrict those rights.

Study Guide For Contemporary Employment Law

J Elliott



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Table of Contents Study Guide For Contemporary Employment Law

1. Understanding the eBook Study Guide For Contemporary Employment Law
 - The Rise of Digital Reading Study Guide For Contemporary Employment Law
 - Advantages of eBooks Over Traditional Books
2. Identifying Study Guide For Contemporary Employment Law
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Study Guide For Contemporary Employment Law
 - User-Friendly Interface
4. Exploring eBook Recommendations from Study Guide For Contemporary Employment Law
 - Personalized Recommendations

- Study Guide For Contemporary Employment Law User Reviews and Ratings
- Study Guide For Contemporary Employment Law and Bestseller Lists
- 5. Accessing Study Guide For Contemporary Employment Law Free and Paid eBooks
 - Study Guide For Contemporary Employment Law Public Domain eBooks
 - Study Guide For Contemporary Employment Law eBook Subscription Services
 - Study Guide For Contemporary Employment Law Budget-Friendly Options
- 6. Navigating Study Guide For Contemporary Employment Law eBook Formats
 - ePub, PDF, MOBI, and More
 - Study Guide For Contemporary Employment Law Compatibility with Devices
 - Study Guide For Contemporary Employment Law Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Study Guide For Contemporary Employment Law
 - Highlighting and Note-Taking Study Guide For Contemporary Employment Law
 - Interactive Elements Study Guide For Contemporary Employment Law
- 8. Staying Engaged with Study Guide For Contemporary Employment Law
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Study Guide For Contemporary Employment Law
- 9. Balancing eBooks and Physical Books Study Guide For Contemporary Employment Law
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Study Guide For Contemporary Employment Law
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Study Guide For Contemporary Employment Law
 - Setting Reading Goals Study Guide For Contemporary Employment Law
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Study Guide For Contemporary Employment Law
 - Fact-Checking eBook Content of Study Guide For Contemporary Employment Law

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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