

Nolo titles, including **The Employer’s Legal Handbook** and **The Complete Guide to Buying a Business**.

Strecker, David E. **Labor Law: A Basic Guide to the National Labor Relations Act**. New York: CRC Press, 2011. 197 p. Hardbound.

Cost: \$104.99; from \$89.25 (print); and \$58.17 (Kindle) on amazon.com.

This is a useful overview of the U.S. labor and employment law under the National Labor Relations Act intended for employers and employees, labor lawyers, union officials, students, and the general public. Following an introduction and history of labor and employment law, the author devotes attention to the subject of dealing with labor unions under the NLRA, living with a union, the collective bargaining agreement, grievances, labor arbitration, unfair labor practice proceedings, and strikes and lockouts. The useful appendices include a list of right-to-work states, web sites of labor and employment law sources, a sample management rights clause, a sample no strikes/no lockouts clause, a sample zipper clause, a sample union authorization card (used in card check organizing campaigns), a sample NLRB petition, a sample unfair labor practice charge, and tips for witnesses in arbitration hearings. The author has practiced labor and employment law for over thirty years, and teaches labor relations at Oklahoma State University, and negotiation and management skills at the University of Tulsa.

Summers, Clyde W., Kenneth G. Dau-Schmidt and Alan Hyde. **Legal Rights and Interests in the Workplace**. Durham, NC: Carolina Academic Press, 2007. 984 p. Softbound.

Cost: \$95; from \$24.97 on amazon.com.

This caseBook had its genesis in a course on labor and employment law at the University of Pennsylvania taught by Professor Clyde Summers, a course merging two areas of labor law – collective labor law and individual employment law. In contrast to the traditional approach to the teaching of labor law, which has generally focused on collective labor law, this new approach is a response to the fact that only 9% of employment relationships are now covered by collective bargaining agreements, and individual employment law has become the more important. The materials in this volume represent an attempt to interrelate these two bodies of law into a

common framework. Its premise is that, historically and functionally, the predominant purpose of labor law has been to protect workers from market forces in the individual labor market, and that individual bargaining in the labor market will lead to socially undesirable results and that the law should come to the aid of the weaker party. This may be accomplished in two ways: employees may be protected by direct regulation of terms and conditions of employment with laws regulating the minimum wage, employee health and safety, and prohibitions against discrimination; or employees may obtain a measure of protection by restructuring the labor market by replacing individual bargaining with collective bargaining in the belief that the collective labor market will produce more acceptable social results. Clyde W. Summers is a professor emeritus at the University of Pennsylvania Law School. Kenneth G. Dau-Schmidt is Associate Dean for Research and the Willard and Margaret Carr Professor of Labor and Employment Law at Indiana University School of Law. Alan Hyde is the Sidney Reitman Scholar and professor of law at Rutgers School of Law, Newark.

State Specific Books:

McDonald, James J. **California Employment Law: An Employer’s Guide**. Greenlawn, NY: Society for Human Resource Management, 2017. 240 p.

Cost: \$59.99; eTextbook: \$37.49 on amazon.com.

LANDLORD AND TENANT LAW

Landlord-tenant law governs the rental of both commercial and residential property. It is composed primarily of state statutes and the common law of contracts and real property. The tenant has property interest in the land (a non-freehold estate) for a given period of time before the property interest transfers back to the landlord. The tenancy may be a term of years tenancy, a periodic tenancy, a tenancy at will, or a tenancy at sufferance. The landlord-tenant relationship is based on duties proscribed by either statutory law, the common law, or the individual lease. These include the implied covenant of quiet enjoyment. The law also governs the act of transferring the tenant’s interest (i.e. subletting), privity of contract, commercial reasonability, eviction, abandonment, the implied warranty of habitability, and discrimination.