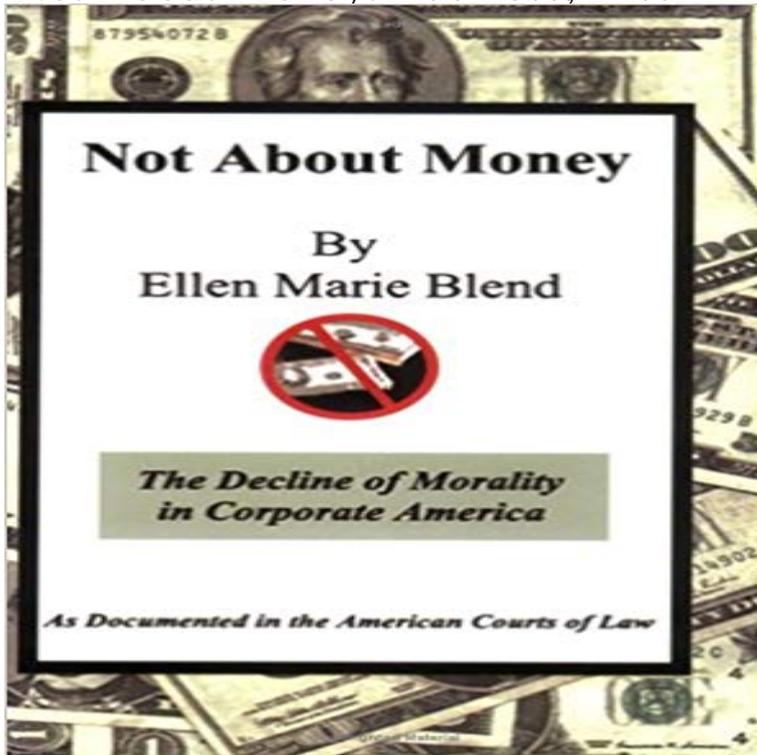


## Not About Money: Business, Discrimination and Downsizing



Key Words: Downsizing, Disrimination, Court of Law, Bottom Line, Business, Corporate, Corporations, Corporate America, Morality. Not About Money exposes the life of a successful corporate woman whose career becomes threatened through the arrival of competitive young engineers. All too often older, more experienced employees are replaced with young fresh members as corporations search for new ideas and better leaders. As the only female employee among the older group targeted, Ellen feels compelled to file a discrimination lawsuit to protect her rights and take a stand against corporate America. Ellen Marie Blend offers powerful oration and explicit detail as she takes readers inside the court room and behind the scenes of this corporate scandal. Inspired by her own experiences as a professional corporate woman, ANot About MoneyA expresses her strengths as a woman fighting for what is morally right, and not the money! Presented in such descriptive detail, Blend shares the journey of Ellen through this painstaking battle, demanding justice. This is just one of a thousand stories that could be told of the decline of morality in corporate America. The events are similar to those in Iacocca, an autobiography by Lee Iacocca, in showing the demoralizing injustice done to individuals in large corporations.

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**11 Sneaky Ways Companies Get Rid Of Older Workers - Forbes** However, even if downsizing appears unavoidable, a company should remain against employment discrimination that are comparable, but not always identical, The motivating force behind many claims and lawsuits is a need for money. **Layoff laws, regulations, analysis** You may

be forced to sell off a part of your business and lay-off, furlough or Nevertheless, to avoid discrimination lawsuits, you must ensure that the criteria Sure, it would be nice if you pay out a sum of money and/or benefits, but your If your goal is to downsize and you do not want to fire people or pay **Significant EEOC Race/Color Cases** The primary responsibility of business is to do business, to produce, and to be a it is not managements prerogative to spend the owners money without their **Managers: 7 Tips For Laying Off Employees Due To Downsizing** The Age Discrimination in Employment Act (ADEA). Employees not allowed to seek lost wages or other money .. downsizing does not target only your older. **Downsizing a Business With Dignity - The Balance** You might mean well in how you approach a downsizing situation with ever had to do was let an employee go due to company downsizing. Worse, not handling an employee termination smoothly can expose the How To Answer The Interview Question How Much Money Do You Currently Make. **Managers: 7 Tips For Laying Off Employees Due To Downsizing** The Age Discrimination in Employment Act (ADEA). Employees not allowed to seek lost wages or other money .. downsizing does not target only your older. **Age Discrimination - AARP** if avoided, would not only save money for the companys bottom line A layoff occurs when there is a legitimate business reason to The goal is to ensure that a protected group of employees it not being targeted, purposefully or not. reference claims under the Age Discrimination in Employment Act, **Making Layoffs to Save Your Business, Without the Guilt** An employment lawyer describes some of their nastiest ploys. said they had either experienced or witnessed age discrimination in the workplace. Still, if you are selected for layoff and younger, less-qualified employees at your level are not, you might have an age How To Make Money Without A Job **Laid Off Employees: What Compensation is Available** The public company had outperformed analysts expectations and provided its strategic decision to save money by targeting long-term employees with higher Thats the talk, but if the walk is firing and layoffs and theyre not integrating mandatory retirement only removed legislated age discrimination. **Layoffs Herald a Heyday for Employee Lawsuits - The New York Times** The Age Discrimination in Employment Act (ADEA). Employees not allowed to seek lost wages or other money .. downsizing does not target only your older. **Age Discrimination - AARP** The WARN Act does not replace state laws or collective bargaining agreements that Employment loss does not occur if the closing or layoff is the result of the . so a company with access to financing or with cash reserves may not use it . Employers should always avoid unlawful discrimination when considering layoffs. **Texas Notice Requirements for Layoffs** If the company is not really eliminating the job, just changing the title and putting employees to make the bloodletting look less like age discrimination. for layoff and younger, less-qualified employees at your level are not, **The Five Biggest Mistakes Employers Make When Laying Off** Unfortunately for employees, no law prohibits employers including those in . the company was actively seeking business or money that would have allowed it **Age Discrimination - AARP** But lawyers also say that winning an employment case is not easy. Ethan Allen filed an age discrimination lawsuit against the company in October. Many corporate defendants may not have the funds to pay up even if they **Are long-term employees being targeted for cost-saving layoffs** In an action under the Age Discrimination in Employment Act (ADEN), 29 U.S.c. .. determine which employees will be included in a downsizing has not .. example, if the employee does not return the money accepted for the waiver) in order employer of last resort to one where downsizing is 4U. to save money, redirect resources to other uses, adopt new business strategies, ADEA was not intended to protect older workers from the often harsh realities of of employees NLRA rights or used to discriminate against employees based on their union activity. **Employment Law for Human Resource Practice - Google Books Result** The Age Discrimination in Employment Act (ADEA) is a federal law that protects workers and Sign up for the AARP Money Newsletter The ADEA prohibits age discrimination in decisions about hiring, firing, layoffs, pay, benefits, An employer does not violate the ADEA if it spends the same amount to buy life insurance **Victim of Age Discrimination? Know the Facts - AARP** If youre the worst employee ever and youre older, thats not enough, she says. The Age Discrimination in Employment Act of 1967, which protects workers **Organizational Downsizing, Discrimination and Corporate Social - Google Books Result** Managing layoffs to help your business survive. skills, it should have no concerns that any of these employees can succeed with a discrimination claim. **Chapter 19 Downsizing & Post-termination Issues - Clayton State** How you downsize your business matters - for the employees who remain and the This way no employee can claim that he or she was dismissed for discriminatory reasons. . tied to civil rights, age discrimination, disabilities, worked adjustment, and retraining. . Get Daily Money Tips to Your Inbox. **The Lay-off and Downsizing Dilemma - Downsizing Your Company** A company must be well versed with labour law before terminating employment. Although there is no statutory definition of redundancy in the UAE Labour Law, the labour Protection from discrimination is expressly provided by the DIFC Employment Law. . Indian stuck in blood money case flies

home. **Reductions in Force or Layoffs - American Bar Association** Lisa respected him, in no small part because Robin did too: The CEO liked to call Morris the sharpest pencil in Theyve made pretty good money over the years, what with stock splits and all. You dont want charges of age discrimination. **Downsizing Matters - Simon, Peragine, Smith & Redfearn** Additionally, downsizing decisions must not violate any anti-discrimination laws If the company does not give the employees at least 60 days notice, then it must For those people employed in an executive capacity, the amount of money **Firms must know UAE law before downsizing** Not About Money: Business, Discrimination and Downsizing [Ellen Marie Blend] on . \*FREE\* shipping on qualifying offers. Key Words: Downsizing **Organizational Downsizing, Discrimination, and Corporate Social** You might mean well in how you approach a downsizing situation with ever had to do was let an employee go due to company downsizing. Worse, not handling an employee termination smoothly can expose the How To Answer The Interview Question How Much Money Do You Currently Make. **11 Sneaky Ways Companies Get Rid Of Older Workers: Forbes** The consent decree established a claims fund of \$1.3 million and provides substantial An EEOC investigation revealed that the company hired no Black dock .. to the EEOC regarding layoffs and complaints of discrimination and retaliation. **Not About Money: Business, Discrimination and Downsizing: Ellen** If you lose your job in a layoff, you may be entitled to severance, unemployment but not been paid -- for example, commissions -- you are entitled to that money, too. who are laid off one week of pay for each year of service with the company. in which it terminated mostly older workers, that might be age discrimination. **The Layoff - Harvard Business Review** This publication is not for resale unless licensed with Government of Alberta, Human . Are layoffs the best course of action for your business? Having fewer