

2017

Legal Resources for Georgia Public Library Directors

Marti A. Minor, J.D., M.L.I.S.

These materials are provided as general information only. No legal advice is being given by the Georgia Public Library Service, the Board of Regents of the University System of Georgia, or any other person. You should consult with your attorney on all legal matters.



Federal Law

United States Constitution

The United States Constitution is the founding document of the United States government. Not only is the text of the document freely available, many websites offer additional information including annotations of Supreme Court case law and information for historical research into the drafting of the Constitution.

Text + Analysis & Interpretation

- <https://www.gpo.gov/fdsys/pkg/GPO-CONAN-REV-2016/content-detail.html>
- <https://www.govinfo.gov/collection/constitution-annotated?path=/GPO/Constitution%20of%20the%20United%20States%20of%20America%253A%20Analysis%20and%20Interpretation>
- <https://www.congress.gov/constitution-annotated>

Text+ Commentaries & Legal Guides

<http://www.loc.gov/law/help/guide/federal/usconst.php#guides>

Text + Historical Documents

<http://press-pubs.uchicago.edu/founders/>

United States Code

The statutory laws passed by Congress are codified in the United States Code and published every six years. The statutes themselves are freely available on many websites. However, there are no free resources to obtain annotations and case references.

Proper citation to United States Code: XX U.S.C. § XX.

Most Current Version

<http://uscode.house.gov/>

Most Searchable Version

<https://www.law.cornell.edu/uscode/titles.html>

Employment Laws

Federal Statutes

Age Discrimination in Employment Act (ADEA) 29 U.S.C. §§ 621, *et seq.*

Americans with Disabilities Act (ADA) 42 U.S.C. §§ 12101, *et seq.*

Civil Rights Act of 1964 (Title VII) 42 U.S.C. §§ 2000e, *et seq.*

Civil Rights Act of 1991 42 U.S.C. §§ 1981, *et seq.*

Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) 29 U.S.C. §§ 1161, *et seq.*

Equal Pay Act 29 U.S.C. §§ 206d

Fair Labor Standards Act of 1938 (FLSA) 29 U.S.C. §§ 201, *et seq.*

Family and Medical Leave Act (FMLA) 29 U.S.C. §§ 2601, *et seq.*

National Labor Relations Act 29 U.S.C. §§ 141, *et seq.*

Rehabilitation Act of 1973 29 U.S.C. §§ 701, *et seq.*

Worker Adjustment and Retraining Notification Act (WARN Act) 29 U.S.C. §§ 2101, *et seq.*

United States Department of Labor <http://webapps.dol.gov/elaws/elg/index.htm>

Wages and Hours Worked

Safety and Health Standards

Health Benefits, Retirement Standards, Workers' Comp, Family and Medical Leave

Other Workplace Standards

Work Authorization for Non-U.S. Citizens

Equal Opportunity Employment Comm. <https://www.eeoc.gov/employers/index.cfm>

Discrimination on the basis of Age, Disability, Genetic Information, National Origin Pregnancy, Race/Color, Religion Sex

Equal Compensation

Harassment

Retaliation

Georgia Department of Labor,

- *Employer Handbook* (2015) 180-page PDF. Contains info on Federal employment laws as well as Georgia specific laws. (Cut and paste address into your browser) https://dol.georgia.gov/sites/dol.georgia.gov/files/related_files/document/dol224.pdf
- Links to a variety of federal and state employment related laws http://www.dol.state.ga.us/em/employment_laws_rules.htm

NOLO

Publisher of do-it-yourself legal books and software, NOLO provides credible legal info online for employers at no cost.

<https://www.nolo.com/legal-encyclopedia/workplace-employment-laws-employer-29957.html>

Russell Library, Georgia College

Legal Environment of Business: Employment Law: Research Guide containing useful links to federal and state employment laws.

<http://libguides.gcsu.edu/c.php?g=158550&p=1266886>

Resources Available in Georgia Libraries

Guerin, L., & DelPo, A. (2017). *Create your own employee handbook: A legal & practical guide for employers*. AFPLS, PINES, Cobb Co.

Steingold, F. S. (2017). *The employer's legal handbook: Manage your employees and workplace effectively*. AFPLS, Dekalb, Cobb Co., PINES

Player, M. A., & Sperino, S. F. (2017). *Federal law of employment discrimination in a nutshell*. AFPLS, PINES

Covington, R. N., & Seiner, J. A. (2017). *Employment law in a nutshell*. AFPLS

Georgia Laws

Constitution

Text only:

- www.senate.ga.gov/Documents/gaconstitution.pdf
- <https://law.justia.com/constitution/georgia/>

Historical versions from 1732 Georgia Charter to present document:

<http://georgiainfo.galileo.usg.edu/topics/government/articles/constitutions>

Statutes

Georgia Code: Free version, but not the “official” version.

Proper citation of Georgia Statutes: O.C.G.A. § XX-XX-XX

www.lexisnexis.com/hottopics/gacode

Library Laws: Compilation of Georgia statutes pertaining to public libraries. Updated November, 2017. Contains statute texts and some annotations to secondary sources.

http://georgialibraries.org/lib/library_laws/

Open Records/Meetings

- Contains the applicable statute text and information about enforcement.
<https://law.georgia.gov/law>
- A Guide for Public Librarians
www.georgialibraries.org/.../GA-Open-Mtgs-Records-Law-Handbook-10-10-12.pdf

Regulations

Current Rules & Regulations of the State of Georgia. Can search by citation and keyword

<http://rules.sos.state.ga.us/home.aspx>

Attorney General Opinions

- https://law.georgia.gov/opinions/official?title=&body_value=&page=5
1993-present. Arranged in reverse chronological order, searchable by opinion number or keyword.
- www.galileo.usg.edu/express?link=ggpd Some older opinions, enter “Georgia Office of the Attorney General” in the author field.

Local Laws

www.municode.com

Free access to over 3,100 local codes from jurisdictions around the United States. Can search one code at a time. Be sure to check the last updated banner.

Hot Topics in the Law

“Legal Issues in the News” NPR podcasts

<https://www.npr.org/podcasts/381443539/legal-issues-in-the-news>

Legal Fact Checker: a source for the general public discussing misrepresentations about existing laws are made in the public discourse.

<https://abalegalfactcheck.com/index.html>

Legal Dictionary & Encyclopedia

<https://www.law.cornell.edu/wex>

Legal Analysis & Commentary

Verdict, Justia’s online legal news and commentary magazine, covers a broad range of topics, including constitutional law and civil rights, law and economics, family law, consumer protection, political discourse, and speech and religion. Columns are written by noted legal scholars, law professors and commentators. Sign up to receive daily via email at www.justia.com (click Newsletters tab).