



WASHINGTON 2023



EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is the FMLA? The FMLA is a federal law that gives eligible employees the right to take unpaid, job-protected leave for certain family and medical reasons. The FMLA also requires employers to maintain health benefits for employees on FMLA leave.

Who is covered by the FMLA? The FMLA covers federal government employees and private sector employers with 50 or more employees who work at least 20 weeks in the year.

What are the FMLA requirements? Employees must have worked for the employer for at least one year and have at least 1,250 hours of service in the year. Employees must also have a qualifying reason for leave.

What are the FMLA leave entitlements? Employees are entitled to 12 weeks of unpaid, job-protected leave in a 12-month period. The FMLA also requires employers to maintain health benefits for employees on FMLA leave.

What are the FMLA consequences for employers? Employers who violate the FMLA may be liable for damages, including back pay and benefits.

What are the FMLA consequences for employees? Employees who violate the FMLA may be liable for damages, including back pay and benefits.

What are the FMLA exceptions? The FMLA does not apply to employers with fewer than 50 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the FMLA contact information? For more information, visit www.dol.gov/fmla or call 1-866-4-USA-WAGE.

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

FEDERAL MINIMUM WAGE
\$7.25

What is the FLSA? The FLSA is a federal law that sets the minimum wage, overtime pay, and child labor standards for most workers in the United States.

Who is covered by the FLSA? The FLSA covers most workers in the United States, including federal government employees and private sector workers.

What are the FLSA requirements? Employers must pay workers at least the federal minimum wage and provide overtime pay for hours worked in excess of 40 hours per week.

What are the FLSA consequences for employers? Employers who violate the FLSA may be liable for damages, including back pay and benefits.

What are the FLSA consequences for employees? Employees who violate the FLSA may be liable for damages, including back pay and benefits.

What are the FLSA exceptions? The FLSA does not apply to certain workers, including agricultural workers, domestic workers, and certain government workers.

What are the FLSA contact information? For more information, visit www.dol.gov/flsa or call 1-866-4-USA-WAGE.

YOUR RIGHTS UNDER USERRA

What is USERRA? USERRA is a federal law that protects the rights of employees who are called to active military service. USERRA requires employers to restore employees to their former position or a comparable position after their military service.

Who is covered by USERRA? USERRA covers federal government employees and private sector employers with 100 or more employees.

What are the USERRA requirements? Employers must restore employees to their former position or a comparable position after their military service. Employers must also provide back pay and benefits for the period of the employee's absence.

What are the USERRA consequences for employers? Employers who violate USERRA may be liable for damages, including back pay and benefits.

What are the USERRA consequences for employees? Employees who violate USERRA may be liable for damages, including back pay and benefits.

What are the USERRA exceptions? USERRA does not apply to employers with fewer than 100 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the USERRA contact information? For more information, visit www.dol.gov/userra or call 1-866-4-USA-WAGE.

EMPLOYEE RIGHTS UNDER THE EMPLOYER POLYGRAPH PROTECTION ACT

What is the EPPA? The EPPA is a federal law that prohibits employers from using lie detector tests to screen job applicants or monitor employees.

Who is covered by the EPPA? The EPPA covers federal government employees and private sector employers with 100 or more employees.

What are the EPPA requirements? Employers are prohibited from using lie detector tests to screen job applicants or monitor employees.

What are the EPPA consequences for employers? Employers who violate the EPPA may be liable for damages, including back pay and benefits.

What are the EPPA consequences for employees? Employees who violate the EPPA may be liable for damages, including back pay and benefits.

What are the EPPA exceptions? The EPPA does not apply to employers with fewer than 100 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the EPPA contact information? For more information, visit www.dol.gov/eppa or call 1-866-4-USA-WAGE.



Job Safety and Health IT'S THE LAW!

- All workers have the right to:**
- A safe workplace.
 - Receive a copy of a health hazard warning or OSHA, or report a work-related injury or illness, without being retaliated against.
 - Receive information and training on job hazards, including all hazardous substances in your workplace.
 - Request a confidential OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. You have the right to have a representative contact OSHA on your behalf.
 - Participate (or have your representative participate) in an OSHA inspection and review in advance to the inspection.
 - File a complaint with OSHA within 30 days of the violation, online or by mail if you have been retaliated against for using your rights.
 - See any OSHA citations issued to your employer.
 - Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.
- Employers must:**
- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of these rights under the law, including filing a health and safety complaint with you or with OSHA, or reporting a work-related injury or illness.
 - Comply with all applicable OSHA standards.
 - Notify OSHA within 8 hours of a workplace fatality or within 24 hours of any work-related employee hospitalization, amputation, or loss of an eye.
 - Provide required training to all workers in a language and vocabulary they can understand.
 - Prominently display this poster in the workplace.
 - Post OSHA citations at or near the place of the alleged violations.
- On-line Consultation services are available to small and medium-sized employers, without cost or penalty, through OSHA-supported consultation programs in every state.

Contact OSHA. We can help.



1-800-321-OSHA (6742) • TTY 1-877-688-6827 • www.osha.gov

Equal Employment Opportunity in THE LAW

What is the EEOC? The EEOC is a federal agency that enforces laws that prohibit employers from discriminating against employees on the basis of race, sex, age, disability, and other characteristics.

Who is covered by the EEOC? The EEOC covers federal government employees and private sector employers with 15 or more employees.

What are the EEOC requirements? Employers are prohibited from discriminating against employees on the basis of race, sex, age, disability, and other characteristics.

What are the EEOC consequences for employers? Employers who violate the EEOC may be liable for damages, including back pay and benefits.

What are the EEOC consequences for employees? Employees who violate the EEOC may be liable for damages, including back pay and benefits.

What are the EEOC exceptions? The EEOC does not apply to employers with fewer than 15 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the EEOC contact information? For more information, visit www.eeoc.gov or call 1-800-649-3932.



Paycheck Checkup Can Prevent a Tax-Time Surprise

What is the Paycheck Checkup? The Paycheck Checkup is a free online tool that helps employees verify that their paychecks are correct and that their employers are complying with federal and state laws.

Who is covered by the Paycheck Checkup? The Paycheck Checkup covers federal government employees and private sector workers.

What are the Paycheck Checkup requirements? Employees are encouraged to use the Paycheck Checkup to verify their paychecks and their employers' compliance with federal and state laws.

What are the Paycheck Checkup consequences for employers? Employers who violate the Paycheck Checkup may be liable for damages, including back pay and benefits.

What are the Paycheck Checkup consequences for employees? Employees who violate the Paycheck Checkup may be liable for damages, including back pay and benefits.

What are the Paycheck Checkup exceptions? The Paycheck Checkup does not apply to employers with fewer than 15 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the Paycheck Checkup contact information? For more information, visit www.dol.gov/paycheckcheckup or call 1-866-4-USA-WAGE.

2022 minimum wage: \$14.45 per hour

Washington's minimum wage will be \$14.45 per hour starting Jan. 1, 2022. Minimum wage will rise to \$15.00 per hour for paid 90% of the cost minimum wage, at \$15.00 per hour.

What are the minimum wage requirements? Employers must pay workers at least the minimum wage.

What are the minimum wage consequences for employers? Employers who violate the minimum wage may be liable for damages, including back pay and benefits.

What are the minimum wage consequences for employees? Employees who violate the minimum wage may be liable for damages, including back pay and benefits.

What are the minimum wage exceptions? The minimum wage does not apply to certain workers, including agricultural workers, domestic workers, and certain government workers.

What are the minimum wage contact information? For more information, visit www.dol.gov/minimumwage or call 1-866-4-USA-WAGE.



Domestic Violence Leave

What is Domestic Violence Leave? Domestic Violence Leave is a type of leave that allows employees to take time off work to deal with domestic violence. Domestic Violence Leave is available to employees who are victims of domestic violence or who are at risk of domestic violence.

Who is covered by Domestic Violence Leave? Domestic Violence Leave covers federal government employees and private sector employers with 15 or more employees.

What are the Domestic Violence Leave requirements? Employees are entitled to take Domestic Violence Leave for a certain number of hours per year. Employees must also provide documentation of the domestic violence.

What are the Domestic Violence Leave consequences for employers? Employers who violate Domestic Violence Leave may be liable for damages, including back pay and benefits.

What are the Domestic Violence Leave consequences for employees? Employees who violate Domestic Violence Leave may be liable for damages, including back pay and benefits.

What are the Domestic Violence Leave exceptions? Domestic Violence Leave does not apply to employers with fewer than 15 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the Domestic Violence Leave contact information? For more information, visit www.dol.gov/domesticviolenceleave or call 1-866-4-USA-WAGE.

Your Rights as a Worker

What are your rights as a worker? Workers have the right to a safe and healthy workplace, to fair wages and benefits, and to be treated with respect and dignity.

What are the worker's rights requirements? Employers must provide workers with a safe and healthy workplace, pay workers fair wages and benefits, and treat workers with respect and dignity.

What are the worker's rights consequences for employers? Employers who violate the worker's rights may be liable for damages, including back pay and benefits.

What are the worker's rights consequences for employees? Employees who violate the worker's rights may be liable for damages, including back pay and benefits.

What are the worker's rights exceptions? The worker's rights do not apply to employers with fewer than 15 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the worker's rights contact information? For more information, visit www.dol.gov/workersrights or call 1-866-4-USA-WAGE.

Job Safety and Health Law

What is the Job Safety and Health Law? The Job Safety and Health Law is a federal law that sets the standards for workplace safety and health. The Job Safety and Health Law requires employers to provide workers with a safe and healthy workplace.

Who is covered by the Job Safety and Health Law? The Job Safety and Health Law covers federal government employees and private sector employers with 100 or more employees.

What are the Job Safety and Health Law requirements? Employers must provide workers with a safe and healthy workplace.

What are the Job Safety and Health Law consequences for employers? Employers who violate the Job Safety and Health Law may be liable for damages, including back pay and benefits.

What are the Job Safety and Health Law consequences for employees? Employees who violate the Job Safety and Health Law may be liable for damages, including back pay and benefits.

What are the Job Safety and Health Law exceptions? The Job Safety and Health Law does not apply to employers with fewer than 100 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the Job Safety and Health Law contact information? For more information, visit www.dol.gov/job-safety-and-health-law or call 1-866-4-USA-WAGE.

Notice to Employees

What is the Notice to Employees? The Notice to Employees is a document that employers must provide to employees. The Notice to Employees contains information about the employee's rights and the employer's obligations.

Who is covered by the Notice to Employees? The Notice to Employees covers federal government employees and private sector employers with 100 or more employees.

What are the Notice to Employees requirements? Employers must provide employees with a Notice to Employees.

What are the Notice to Employees consequences for employers? Employers who violate the Notice to Employees may be liable for damages, including back pay and benefits.

What are the Notice to Employees consequences for employees? Employees who violate the Notice to Employees may be liable for damages, including back pay and benefits.

What are the Notice to Employees exceptions? The Notice to Employees does not apply to employers with fewer than 100 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the Notice to Employees contact information? For more information, visit www.dol.gov/notice-to-employees or call 1-866-4-USA-WAGE.

Your Rights as a Worker

What are your rights as a worker? Workers have the right to a safe and healthy workplace, to fair wages and benefits, and to be treated with respect and dignity.

What are the worker's rights requirements? Employers must provide workers with a safe and healthy workplace, pay workers fair wages and benefits, and treat workers with respect and dignity.

What are the worker's rights consequences for employers? Employers who violate the worker's rights may be liable for damages, including back pay and benefits.

What are the worker's rights consequences for employees? Employees who violate the worker's rights may be liable for damages, including back pay and benefits.

What are the worker's rights exceptions? The worker's rights do not apply to employers with fewer than 15 employees, to employers who are not in the United States, or to employers who are not in the private sector.

What are the worker's rights contact information? For more information, visit www.dol.gov/workersrights or call 1-866-4-USA-WAGE.

Washington State New Laws 2014 Summary

Allan J. Lichtman



Washington State New Laws 2014 Summary:

A Brief Introduction to Criminal Justice Kenneth J. Peak, Tamara D. Madensen-Herold, 2019-11-05 A Brief Introduction to Criminal Justice Practice and Process is a condensed version of the best selling Introduction to Criminal Justice Practice and Process by Kenneth J Peak and Tamara D Madensen Herold This new text uses a practical applied approach to teach students the fundamentals of the U S criminal justice system in a concise and accessible format The authors draw on their many years of combined practitioner and academic experience to explain the importance of criminal justice and show how key trends emerging issues and practical lessons can be applied in the field This title is accompanied by a complete teaching and learning package

From Rage to Reason Emily Horowitz, 2023-06-30 Analyzing sex offense laws and false claims this book shows that laws based on vengeance rather than justice or evidence create new forms of harm while failing to address the real and pervasive problem of sexual violence In this timely and extensively researched book sociologist Emily Horowitz shows how current sex offense policies in the United States create new forms of harm and prevent those who have caused harm from the process of constructive repentance or contributing to society after punishment Horowitz also illustrates the failure of criminal justice responses to social problems Sharing detailed narratives from the experiences of those on registries and their loved ones Horowitz reveals the social impact and cycle of violence that results from dehumanizing and banishing those who have already been held accountable From Rage to Reason offers a new perspective on how and why false claims about sex offenses became so pervasive and how these myths fostered ineffective policies that have little to do with the reality of most sexual abuse It argues that to truly prevent sexual abuse we must unearth the sources of these misunderstandings debunk these claims in a systematic way and have frank and genuine discussions about the limits of legal responses to complex social problems

The Oxford Handbook of Assessment Policy and Practice in Music Education, Volume 2 Timothy Brophy, 2019-01-02 In the music classroom instructors who hope to receive aid are required to provide data on their classroom programs Due to the lack of reliable valid large scale assessments of student achievement in music however music educators in schools that accept funds face a considerable challenge in finding a way to measure student learning in their classrooms From Australia to Taiwan to the Netherlands music teachers experience similar struggles in the quest for a definitive assessment resource that can be used by both music educators and researchers In this two volume Handbook contributors from across the globe come together to provide an authority on the assessment measurement and evaluation of student learning in music The Handbook s first volume emphasizes international and theoretical perspectives on music education assessment in the major world regions This volume also looks at technical aspects of measurement in music and outlines situations where theoretical foundations can be applied to the development of tests in music The Handbook s second volume offers a series of practical and US focused approaches to music education assessment Chapters address assessment in different types of US classrooms how to assess specific skills or requirements

and how assessment can be used in tertiary and music teacher education classrooms Together both volumes of The Oxford Handbook of Assessment in Music Education pave the way forward for music educators and researchers in the field

Fighting the US Youth Sex Trade Carrie N. Baker, 2018-09-27 Campaigns against prostitution of young people in the United States have surged and ebbed multiple times over the last fifty years Fighting the US Youth Sex Trade Gender Race and Politics examines how politically and ideologically diverse activists joined together to change perceptions and public policies on youth involvement in the sex trade over time reframing juvenile prostitution of the 1970s as commercial sexual exploitation of children in the 1990s and then as domestic minor sex trafficking in the 2000s Based on organizational archives and interviews with activists Baker shows that these campaigns were fundamentally shaped by the politics of gender race and class and global anti trafficking campaigns The author argues that the very frames that have made these movements so successful in achieving new laws and programs for youth have limited their ability to achieve systematic reforms that could decrease youth vulnerability to involvement in the sex trade

Planning the Pacific Northwest Jill Sterrett, Connie Ozawa, Dennis Ryan, Ethan Seltzer, Jan Whittington, 2017-10-20 The Pacific Northwest is green to the extreme Yet a day trip can go from pristine wilderness to downtown Seattle Portland or Vancouver How are these commercial and cultural hot spots keeping nature and growth in balance and what's coming next Trace the path from forests and fish to bikes and brews as Planning the Pacific Northwest continues the APA Planners Press series on how planning shapes major American cities

Annual Energy Outlook 2016 With Projections to 2040 Energy Dept., Energy Information Administration, 2017-02-15 The Annual Energy Outlook 2016 presents long term projections of energy supply demand and prices through 2040 The projections focused on U S energy markets are based on results from EIA's National Energy Modeling System which enables EIA to make projections under alternative internally consistent sets of assumptions

The Shale Dilemma Shanti Gamper-Rabindran, 2017-11-30 The US shale boom and efforts by other countries to exploit their shale resources could reshape energy and environmental landscapes across the world But how might those landscapes change Will countries with significant physical reserves try to exploit them Will they protect or harm local communities and the global climate Will the benefits be shared or retained by powerful interests And how will these decisions be made The Shale Dilemma brings together experts working at the forefront of shale gas issues on four continents to explain how countries reach their decisions on shale development Using a common analytical framework the authors identify both local factors and transnational patterns in the decision making process Eight case studies reveal the trade offs each country makes as it decides whether to pursue delay or block development Those outcomes in turn reflect the nature of a country's political process and the power of interest groups on both sides of the issue The contributors also ask whether the economic arguments made by the shale industry and its government supporters have overshadowed the concerns of local communities for information on the effects of shale operations and for tax policies and regulations to ensure broad based economic

development and environmental protection As an informative and even handed account The Shale Dilemma recommends practical steps to help countries reach better more transparent and more far sighted decisions

The Changing Face of American Banking Ranajoy Ray Chaudhuri,2016-10-15 With almost 6 300 commercial banks significantly more than in any other country the world of US banking is unique fascinating and always in flux Two principal pieces of legislation have shaped the banking structure in this country The McFadden Act of 1927 which prohibited banks from branching into other states and The Glass Steagall Act of 1933 which separated commercial and investment banking activities The repeal of the Glass Steagall Act in 1999 was one of the main contributing factors behind the global financial crisis of 2008 This measure resulted in the passage of the Dodd Frank Wall Street Reform and Consumer Protection Act of 2010 which once again prohibited commercial banks from making certain types of speculative investments The Changing Face of American Banking analyzes the impact of both these acts as well as that of their subsequent repeal in depth examining the real effects of government regulations on the US commercial banking sector Ray Chaudhuri pinpoints the evolving nature of US commercial banks and banking regulations and explores their impact on the economy Instead of just focusing on banks and regulations this work considers the correlations and causality between banking performance and economic growth and productivity It also brings the banking literature up to date with the 2008 2009 financial crisis and its aftermath including the passage of the Dodd Frank Act of 2010 and its effect on American banking

Overcoming Barriers to Deployment of Plug-in Electric Vehicles National Research Council,Transportation Research Board,Division on Engineering and Physical Sciences,Board on Energy and Environmental Systems,Committee on Overcoming Barriers to Electric-Vehicle Deployment,2015-06-26 In the past few years interest in plug in electric vehicles PEVs has grown Advances in battery and other technologies new federal standards for carbon dioxide emissions and fuel economy state zero emission vehicle requirements and the current administration s goal of putting millions of alternative fuel vehicles on the road have all highlighted PEVs as a transportation alternative Consumers are also beginning to recognize the advantages of PEVs over conventional vehicles such as lower operating costs smoother operation and better acceleration the ability to fuel up at home and zero tailpipe emissions when the vehicle operates solely on its battery There are however barriers to PEV deployment including the vehicle cost the short all electric driving range the long battery charging time uncertainties about battery life the few choices of vehicle models and the need for a charging infrastructure to support PEVs What should industry do to improve the performance of PEVs and make them more attractive to consumers At the request of Congress *Overcoming Barriers to Deployment of Plug in Electric Vehicles* identifies barriers to the introduction of electric vehicles and recommends ways to mitigate these barriers This report examines the characteristics and capabilities of electric vehicle technologies such as cost performance range safety and durability and assesses how these factors might create barriers to widespread deployment *Overcoming Barriers to Deployment of Plug in Electric Vehicles* provides an overview of the current status of

PEVs and makes recommendations to spur the industry and increase the attractiveness of this promising technology for consumers Through consideration of consumer behaviors tax incentives business models incentive programs and infrastructure needs this book studies the state of the industry and makes recommendations to further its development and acceptance

Illusions of Control Erica L. Gaston,2024-08-06 Over the last two decades the United States has supported a range of militias rebels and other armed groups in Afghanistan Iraq and Syria Critics have argued that such partnerships have many perils from enabling human rights abuses to seeding future threats Policy makers however have sought to mitigate the risks of partnering with irregular armed groups Militia group leaders in far flung corners of these war torn countries were subjected to background checks and instructed about international law and human rights and their funding was cut when they crossed red lines To what extent have such mechanisms curbed the dangers of proxy warfare and what unforeseen consequences has this approach unleashed Drawing on a decade of field research and hundreds of interviews with stakeholders Erica L Gaston unpacks the dilemmas of attempting to control proxy forces She demonstrates that although the tools U S policy makers used to constrain partners behavior increased in number and sophistication they never fully addressed the range of political security and legal concerns surrounding these forces Moreover by shifting policy makers calculations the use of proxy forces introduced additional moral hazards and may have enabled riskier decision making Featuring substantial empirical detail and close analysis of key internal debates Illusions of Control offers new perspectives on some of the most significant and controversial elements of recent U S security policy In addition to nuanced insights about proxy relationships this book provides a novel analytical toolkit for exploring transnational bargaining and foreign policy deliberations in hybrid political environments

Juvenile Delinquency Christopher A. Mallett,Miyuki Fukushima Tedor,2025-08-12 Juvenile Delinquency Pathways and Prevention Second Edition explores the pivotal roles that family trauma mental health and schools have on juvenile delinquency while examining opportunities for prevention and intervention Authors Christopher A Mallett and Miyuki Fukushima Tedor draw from years of experience working with juvenile offenders to shed light on the nature of delinquency and the diverse pathways to juvenile delinquency while offering evidence based techniques for preventing and rehabilitating youthful offenders Each chapter features interactive and critical thinking sections alongside special interest boxed features designed to move students beyond memorization while guiding them to develop informed recommendations for better practices and policies

Essentials of Health Policy and Law Joel B. Teitelbaum,Sara E. Wilensky,2016-02-17 Essentials of Health Policy and Law helps readers understand the broad context of health policy and law the essential policy and legal issues impacting and flowing out of the health care and public health systems and the way health policies and laws are formulated Important Notice The digital edition of this book is missing some of the images or content found in the physical edition

A Brief History of Vashon Island Bruce Haulman,2016-05-09 Reachable only by ferry Vashon Island is a breathtaking rural retreat from the bustling activity of

nearby Seattle and Tacoma The island's first inhabitants the sxbab took advantage of its evergreen forests and rich marine resources In 1792 George Vancouver was the first Anglo to discover the island and named it after Captain James Vashon By the late 1800s the first white settlers had established farms and greenhouses that supplied nearby cities with berries tomatoes and cucumbers Ferries drove development in the later half of the century introducing new industries and tourism to the area While both influenced by and isolated from the mainland the island developed its own unique character treasured by locals Merging human and natural history author Bruce Haulman presents the rich heritage of this thriving community

Paying for the Past Richard S. Frase, Julian V. Roberts, 2019 All modern sentencing systems in the US and beyond consider the offender's prior record to be an important determinant of the form and severity of punishment for subsequent offences Repeat offenders receive harsher punishments than first offenders and offenders with longer criminal records are punished more severely than those with shorter records Yet the vast literature on sentencing policy law and practice has generally overlooked the issue of prior convictions even though this is the most important sentencing factor after the seriousness of the crime In *Paying for the Past* Richard S Frase and Julian V Roberts provide a critical and systematic examination of current prior record enhancements under sentencing guidelines across the US Drawing on empirical data and analyses of guidelines from a number of jurisdictions they illustrate different approaches to prior record enhancements and the differing outcomes of those approaches Roberts and Frase demonstrate that most prior record enhancements generate a range of adverse outcomes at sentencing Further the pervasive justifications for prior record enhancement such as the repeat offender's assumed higher risk of reoffending or greater culpability are uncertain and have rarely been subjected to critical appraisal The punitive sentencing premiums for repeat offenders prescribed by US guidelines cannot be justified on grounds of prevention or retribution Shining a light on a neglected but critically important topic *Paying for the Past* examines the costs of prior record enhancements for repeat offenders and offers model guidelines to help reduce racial disparities and reallocate criminal justice resources for jurisdictions who use sentence enhancements

The Violence Inside Us Chris Murphy, 2021-05-18 An engrossing moving and utterly motivating account of the human stakes of gun violence in America Samantha Power Pulitzer Prize winning author of *The Education of an Idealist* Is America destined to always be a violent nation This sweeping history by US senator Chris Murphy explores the origins of our violent impulses the roots of our obsession with firearms and the mythologies that prevent us from confronting our national crisis In many ways the United States sets the pace for other nations to follow Yet on the most important human concern the need to keep ourselves and our loved ones safe from physical harm America isn't a leader We are disturbingly laggard To confront this problem we must first understand it In this carefully researched and deeply emotional book Senator Chris Murphy dissects our country's violence filled history and the role that our unique obsession with firearms plays in this national epidemic Murphy tells the story of his profound personal transformation in the wake of the mass murder at Newtown and his subsequent immersion in the

complicated web of influences that drive American violence Murphy comes to the conclusion that while America's relationship to violence is indeed unique America is not inescapably violent Even as he details the reasons we've tolerated so much bloodshed for so long he explains that we have the power to change Murphy takes on the familiar arguments obliterates the stale talking points and charts the way to a fresh less polarized conversation about violence and the weapons that enable it a conversation we urgently need in order to transform the national dialogue and save lives

Handbook of Cannabis and Related Pathologies Victor R Preedy, 2016-12-31 Handbook of Cannabis and Related Pathologies Biology Pharmacology Diagnosis and Treatment is the first book to take an interdisciplinary approach to the understanding of cannabis use and misuse Recent worldwide trends toward decriminalizing marijuana for medical use have increased legal use of the drug and recreational use remains high making cannabis one of the most commonly used drugs Cannabis has a wide range of adverse neurological effects and use and abuse can lead to physical social and psychopathological issues that are multifarious and complex Effective understanding and treatment requires knowledge of the drug's effects from across scientific disciplines This book provides an overview of the biological and pharmacological components of the cannabis plant outlines its neurological social and psychopathological effects assists in the diagnosis and screening for use and dependency and aids researchers in developing effective treatments for cannabis related issues and disorders Fully illustrated with contributions from internationally recognized experts it is the go to resource for neuroscientists pharmacologists pathologists public health workers and any other researcher who needs an in depth and cross disciplinary understanding of cannabis and its effects Comprehensive chapters include an abstract key facts mini dictionary of terms and summary points Presents illustrations with at least six figures tables and diagrams per chapter Provides a one stop shopping synopsis of everything to do with cannabis and its related pathology from chemicals and cells individuals and communities and diagnosis and treatment Offers an integrated and informed synopsis of the complex issues surrounding cannabis as a substance its use and its misuse

Repeal the Second Amendment Allan J. Lichtman, 2020-01-28 A radical case for the repeal of the 2nd Amendment as the only way to control gun violence in America There's an average of one mass shooting per day in the United States Given the ineffectiveness of the gun control lobby it's time for a strategy with spine In Repeal the Second Amendment Allan J Lichtman has written the first book that uses history legal theory and up to the minute data to make a compelling case for the amendment's repeal in order to create a clear road to sensible gun control in the US Repeal the Second Amendment explores both the true history and current interpretation of the Second Amendment to expose the NRA's blatant historical manipulations and irresponsible fake news releases Lichtman looks at the history of firearms and gun regulations from colonial times to the present to explain how a historically forgotten sentence in the Constitution has become a flash point of recent politics that benefits only the gun industry their lobbyists and the politicians on their payroll He probes court decisions and the effective lobbying and public relations strategies of the gun lobby as well as the ineffectiveness of the

gun control movement for lessons in doing better What emerges is a clear and cogent plan repeal and replace the Second Amendment without taking guns away from anyone who has them now to make the US a safer place It s time to Repeal the Second Amendment and Allan Lichtman is the man to bring this radical plan to America **Cost-Benefit Analysis** Anthony E. Boardman,David H. Greenberg,Aidan R. Vining,David L. Weimer,2018-07-19 Cost Benefit Analysis provides accessible comprehensive authoritative and practical treatments of the protocols for assessing the relative efficiency of public policies Its review of essential concepts from microeconomics and its sophisticated treatment of important topics with minimal use of mathematics helps students from a variety of backgrounds build solid conceptual foundations It provides thorough treatments of time discounting dealing with contingent uncertainty using expected surpluses and option prices taking account of parameter uncertainties using Monte Carlo simulation and other types of sensitivity analyses revealed preference approaches stated preference methods including contingent valuation and other related methods Updated to cover contemporary research this edition is considerably reorganized to aid in student and practitioner understanding and includes eight new cases to demonstrate the actual practice of cost benefit analysis Widely cited it is recognized as an authoritative source on cost benefit analysis Illustrations exhibits chapter exercises and case studies help students master concepts and develop craft skills The American Legal Profession Christopher P. Banks,2023-11-10 This book is a tight and fresh analysis of the American legal profession and its significance to society and its citizens The book s primary objective is to expose and correct the principal misconceptions myths surrounding prelaw study law school admission law school and the American legal profession itself These issues are vitally important to prelaw advisors and instructors in light of the difficult problems caused by the Great Recessions of 2008 and 2020 2021 and the disruptions caused by the COVID 19 pandemic Aimed equally at prelaw advisors and potential law students this book can be used as a supplement in the interdisciplinary undergraduate law related instructional market including courses that cater to majors minors in political science and criminal justice in particular It can also be used in career counselling internships and the extensive paralegal program market New to the Second Edition Expanded coverage to include paralegal and legal assistant training New material on women and minority law students who are transforming law schools and the profession Explores challenges to the legal profession posed by economic recession COVID 19 high tuition rates exploding student loan debt internet technological advances and global competitive pressures including legal outsourcing and DIY legal services Updated data and tables along with all underlying research **Environmental Planning Handbook** Tom Daniels,2017-11-08 Environmental protection is a global issue But most of the action is happening at the local level How can communities keep their air clean their water pure and their people and property safe from climate and environmental hazards Newly updated The Environmental Planning Handbook gives local governments nonprofits and citizens the guidance they need to create an action plan they can implement now It s essential reading for a post Katrina post Sandy world

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