

Louisiana Law Review

Volume 35 | Number 3

Highlights of the 1974 Regular Session: Legislative

Symposium

Spring 1975

THE EMPLOYMENT RELATION. By Wex S. Malone, Marcus L. Plant and Joseph W. Little. West Publishing Co., St. Paul, Minnesota, 1974.

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Repository Citation

A. Leon Hebert, *THE EMPLOYMENT RELATION*. By Wex S. Malone, Marcus L. Plant and Joseph W. Little. West Publishing Co., St. Paul, Minnesota, 1974., 35 La. L. Rev. (1975)

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BOOK REVIEW

THE EMPLOYMENT RELATION. By Wex S. Malone, Marcus L. Plant and Joseph W. Little. West Publishing Co., St. Paul, Minnesota, 1974.

A. Leon Hebert*

The request to review a book which serves not only as a teaching vehicle but doubles as a ready reference volume is flattering. This is especially true when the authors are eminent authorities on the subject. *The Employment Relation*, edited by Wex S. Malone**, Marcus L. Plant and Joseph W. Little, is not simply a new edition of the 1963 casebook written by Malone and Plant under the title *Workmen's Compensation*; to the earlier text have been added four important parts dealing with other phases of the employment relation.

Part I treats of workmen's compensation. The addition of 27 recent opinions and footnotes or extracts of 210 additional cases indicates meticulous preparation. Condensation of some case material into treatise form enables the reader to visualize more readily the predicament of the claimant who had only common law remedies available to him and to follow the subsequent jurisprudential and statutory developments which softened the harshness of the employer's defenses.

Having used the predecessor volume for nine years, this writer has come to admire the scholarly treatment of the problems presented for the student's consideration. In reducing the number of cases which originally were used to demonstrate the areas of inquiry, the authors have lost none of the basic concepts which underlie the theory of workmen's compensation.

Although the conceptual divisions of the area of workmen's compensation remained unchanged, the new materials bring the whole field of compensation law to its current status. The four new parts of the book treat of the other interrelated subjects which form a part of the employment relation. One could hardly discuss that relation without running the gambit of other problems which face the employer: unemployment compensation and job placement; regulation of wages, hours and working conditions; financial security for aged and disabled workers; and job anti-discrimination legislation.

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** The publication of this book coincides with the retirement from Louisiana State University of one of its co-authors, Boyd Professor Wex S. Malone. After a distinguished career as a law teacher and legal writer in the fields of tort law and workmen's compensation, he is now free to explore these fields in greater depth. We can expect new and ever greater works from him.

With the addition of these new areas, the volume can be adapted very easily for use in a course in general labor or social legislation completely separated from a course in workmen's compensation.

For the researcher who is confronted with an employment relation problem, the appendices facilitate immediate contact with the statutes and materials with which he must come to grips. Though the text was primarily designed for use as a teaching vehicle, it can become a ready reference volume for a busy practitioner who is confronted with an occasional employment relation problem outside of the field of workmen's compensation.

Nowhere else can there be found a more concise presentation of the employment relation; this book is an indispensable tool not only to the teacher and student, but to the practitioner as well.

