

Employee Handbook Revision Season Is Here

Monday, November 25, 2024

Joseph Quinn was quoted in a SHRM article discussing the importance of updating employee handbooks to comply with new state and federal employment laws effective January 1. Joe provided a comprehensive checklist for revisions, including disclaimers, anti-harassment statements, at-will employment language, equal opportunity provisions, and descriptions of payroll, leave, and benefits practices. He advised keeping handbooks “current with the employer’s practices and the ever-changing legal landscape.”

Employers must stay updated on federal, state, and local legal changes, such as the Pregnant Workers Fairness Act and state-specific noncompete laws. Additionally, the National Labor Relations Board's *Stericycle* ruling requires employers to justify work rules that may restrict protected employee activities by demonstrating they serve a legitimate business interest. Joe noted, “The effect of *Stericycle* is that employers should routinely audit their codes of conduct and their work rules that are posted or included in a handbook to determine if change is needed.” Employers with remote workers must also ensure their handbooks reflect state-specific rules and trends, such as pay transparency laws, marijuana legalization, and paid sick leave policies. Regardless of whether a handbook needs updating, Joe urged employers to regularly circulate policies to ensure legal protection.

To read more, [click here](#).

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