



# BETTER WORKPLACES BETTER WORLD™

## 7 Policies to Update in Your 2019 Employee Handbook

By Melissa Gonzalez Boyce, J.D. | January 15, 2019

Editor's note: XpertHR makes some of its resources available on SHRM's State & Local Updates page ([www.shrm.org/ResourcesAndTools/legal-and-compliance/state-and-local-updates/Pages/default.aspx](http://www.shrm.org/ResourcesAndTools/legal-and-compliance/state-and-local-updates/Pages/default.aspx)). Links to XpertHR material are provided throughout this article.

**H**andbooks are a key asset for communicating company policies and promoting fairness and consistency in the workplace, and ever-evolving federal, state and local laws make routinely reviewing and updating handbooks critical for employers.

2018 proved to be a busy year, particularly at the state and local levels as new and amended employment-related laws took effect in 27 states and several key municipalities.

Many of these laws apply to all employers, regardless of size, but some make exceptions for small businesses, so smaller employers may need to verify who counts as an employee under applicable laws. For example, some laws consider temporary, seasonal and part-time workers employees, and others do not.

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