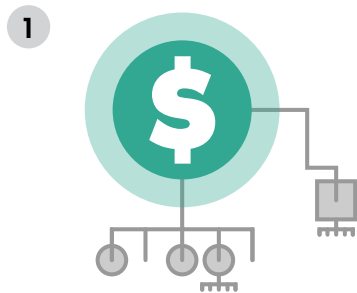


5 Employment Policies to Review in 2023

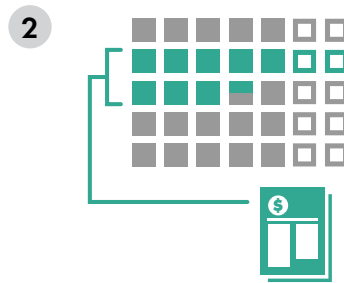


Employment laws are often complicated, and employers must be aware of new regulatory developments that may impact their organizations. Employers should frequently update their employee handbooks to reflect these changes to reduce the risk of legal liability and costly fines. This infographic explores five employment policies employers should consider reviewing in 2023.



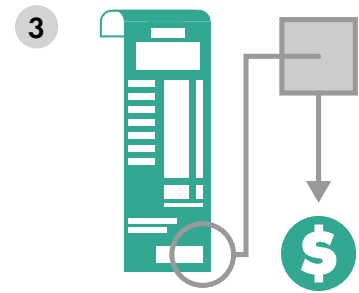
1 Pay Transparency

Pay transparency is becoming increasingly important as more states and localities pass legislation requiring it. As applicable laws related to pay transparency vary based on jurisdiction, employers should consider their legal obligations and update their policies accordingly.



2 Paid Leave

Many states and localities have recently enacted paid leave. Because of the increasing number of states and localities adopting paid leave, employers must review existing policies to confirm compliance with local laws and any regulations of the locations where their employees physically work.



3 Expense Reimbursement

Federal law requires employers to reimburse employees for work-related expenses that cause their pay to drop below the federal minimum wage. Still, some state and local laws require reimbursement for additional costs, such as office supplies and telephone fees. Employers should review their policies to ensure compliance with the laws and consider updating their employee handbook to outline which expenses are reimbursable and the timing of payments.



4 Marijuana Use and Testing

While medical and recreational marijuana are legal in several states, employers must ensure their marijuana use and testing policies comply with regulations of where their employees physically work. Employers who do not employ any workers in states where marijuana is legal can decide whether to screen employees for marijuana and how they will respond to a positive test result.



5 Remote and Hybrid Work Arrangements

Employers should update their employment policies to address remote and hybrid work arrangements and ensure they comply with privacy laws. These policies can also address employee working hours, methods of communication and technology guidelines.

Summary

Regularly reviewing and updating employment policies is an effective way for employers to protect themselves from unnecessary risks. By examining these key policies, employers can take steps to ensure their employment policies are current and reflect the most recent regulatory developments.

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