

*Webinar on*

**Employee Handbook 2021  
Update. Includes Updated  
Federal, State and Local  
Regulations as well as  
Multi-State Regulations**

*Date : August 13, 2021*

# • Areas Covered

- *Participants will learn, identify and prepare for employee handbook violations*
- *Participants will be aware of all the new regulations that will impact their company*
- *The course will identify the most common employee handbook violations and how to mitigate them*
- *Learn what five employee handbook policies do more to reduce risk when added to your handbook*
- *New Employee Handbook changes established in June 2018 that help Employers!*



- *Participants will learn which regulatory agency will focus on which regulation and mitigate the risk*
- *Participants will learn what policies will land them in hot water*
- *What policies are “must-have” for your employee handbook?*
- *Social media and the impact of penalties when employees choose to speak negatively about their Employer*
- *New paid leave laws and how Employers can manage them*
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- *Impact of “Ban the Box” regulations on criminal background screening regulations*
- *States where asking candidates for salary history has been prohibited. This means removing the salary history in handbooks, applications, and career websites*
- *Best practices in developing an employee handbook*
- *What is the difference between employee handbooks and company policies?*
- *Learn What employee handbook policies will be outdated before the year is out*
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- *Identify the best practices that can propel your company to be compliance savvy*
- Learn how your managers/supervisors can be your Ambassadors in workplace compliance or your downfall*
- See how training can be one of your “first line of defense” if you are sued*
- Best practice on communicating employees and having them acknowledge your employee handbook according to guidelines*



The course will identify the most common employee handbook violations and how to mitigate them .

**PRESENTED BY:**

*Margie Faulk is a senior-level human resources professional with over 14 years of HR management and compliance experience. A current Compliance Advisor for HR Compliance Solutions, LLC, Margie, has worked as an HR Compliance advisor for major corporations and small businesses in the small, large, private, public and non-profit sectors.*

Date : August 13, 2021

Time : 01 : 00 PM EST

Duration : 90 Minutes

Price: \$149

# Webinar Description

Employers must get prepared for all the employment regulations scheduled to be effective in 2021 and beyond. Federal regulations have increased more this year than in previous years. Both Federal and State regulations have at times been at odds with each other. The Department of Labor (DOL) has increased its efforts to audit companies that have not updated their policies & workplace regulations. The other regulatory agencies are also increasing efforts to target Employers who are not compliant with their regulations.

Employee handbooks have been a tool for Employers from small to large companies for several years. Many companies elect to have employee handbooks and utilize employee handbook templates that are provided online which we call “cookie-cutter handbooks” since they are created as a “one size fits all”.



-Unfortunately, employee handbooks can be a huge risk if not updated regularly, adapted to each company, reflect policies that are followed consistently, and reflect current regulations. Employee handbooks are also a critical communication tool for employees to understand what the company expects from them as well as what the company expects from employees.

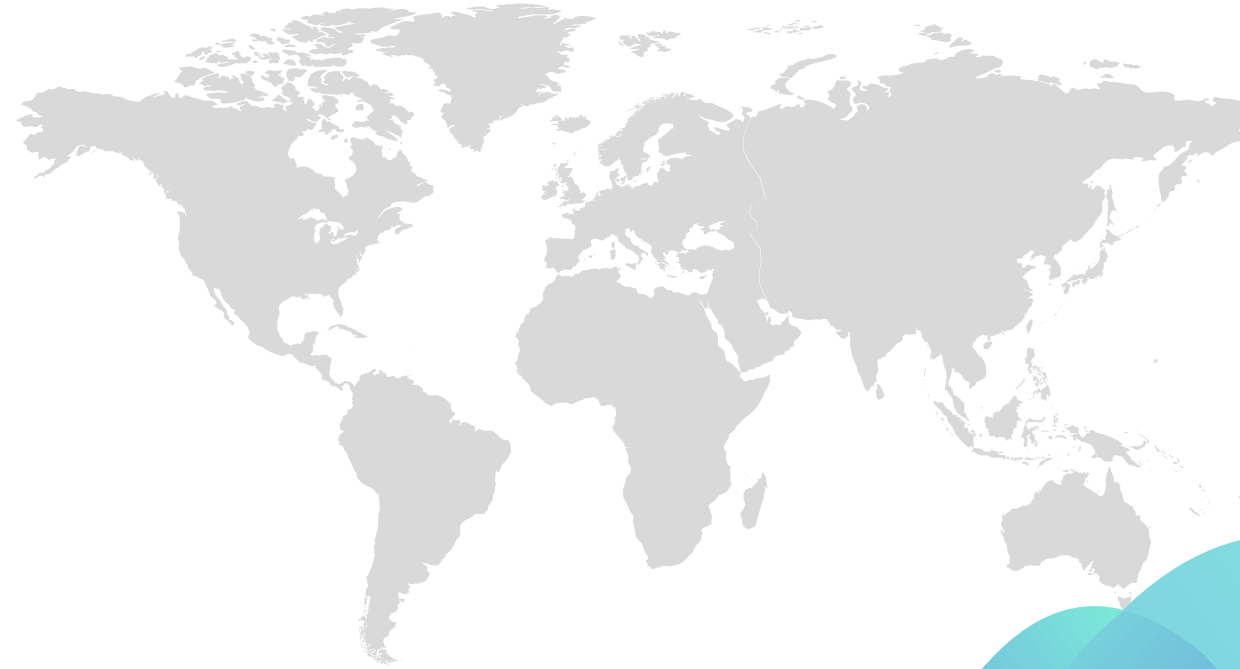
In my workplace compliance experience, employees review the handbook when they are new employees coming onboard to the company and when they are considering leaving the company or when they are considering suing the company.





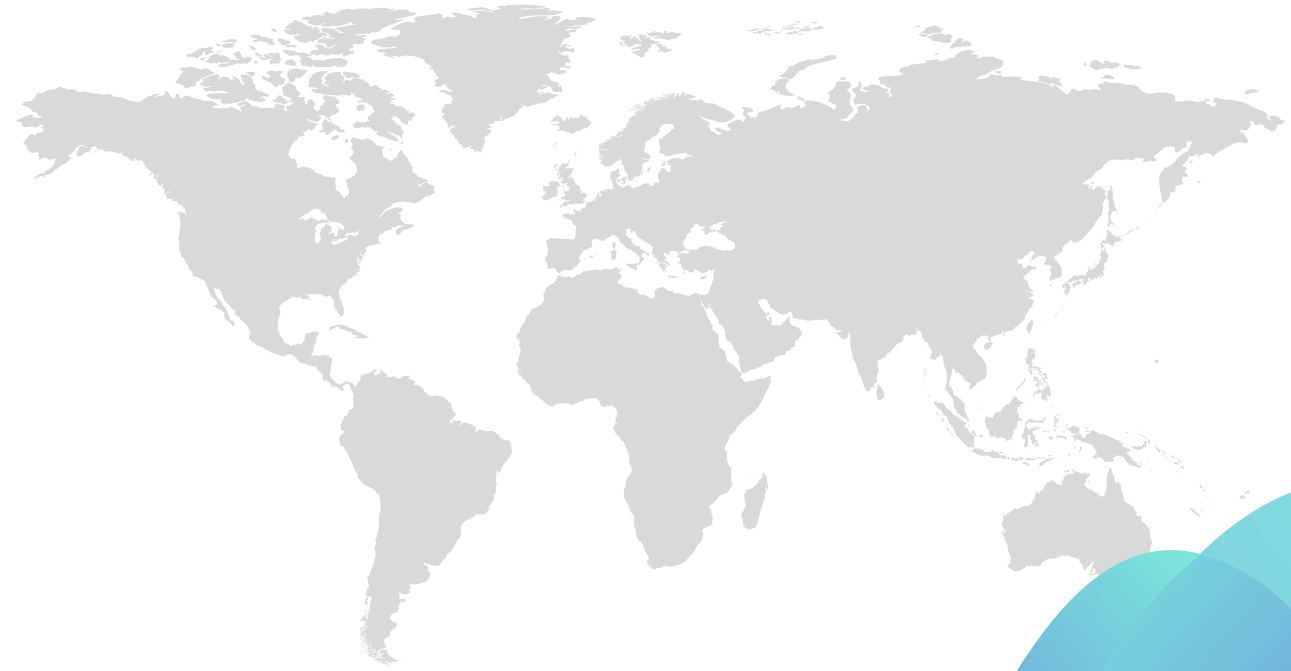
# Who Should Attend ?

- *All Employers*
- *Business Owners*
- *Company Leadership*
- *Compliance professionals*
- *Payroll Administrators*
- *HR Professionals*
- *Compliance Professionals*
- *Managers/Supervisors & Employers in all industries*
- *Small Business Owners, All Employers*
- *Large Business Owners*



# Why Should You Attend ?

*Over 26-35 regulations have changed since 2020. If you haven't updated your employee handbook since 2019, your handbook is already outdated and is a risk of violations. Multi-State regulations have increased and continue to expand to other states.*



To register please visit:

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