

Handbook Updates 2025

Highlights 7 key employment law updates for 2025 that both employers & employees should be aware of to avoid legal issues & ensure compliance.

Minimum Wage Increases

- Many states & cities are raising minimum wages, requiring businesses to adjust payroll & remain compliant.

Remote Work Regulations

- New laws cover expense reimbursements & wage standards.

Expanded Family and Medical Leave

- States are increasing paid & unpaid leave options, broadening eligibility & protections. Employers must update policies.

Anti-Discrimination Updates

- Revised laws enhance protections for gender identity, pregnancy, & care-giving status. Employers need to revise policies..

Workplace Safety Rules

- OSHA and states like CA are updating safety standards, particularly in high-risk industries & for outdoor work. Businesses must comply.

Employment Contracts & Non-Competes

- Laws are tightening on non-compete clauses. Employees should understand changes, & employers may need to revise agreements.

Wrongful Termination Protections

- New regulations increase protections against unfair dismissal. Employers must follow proper protocols.