



New Employment Laws: Are You Compliant?

NUKK-FREEMAN & CERRA, PC

EMPLOYMENT ATTORNEYS

Dear Clients of NFC:

The past year has brought about new laws, amendments to existing federal and state laws, as well as a number of cases that affect employers and their employees. We recommend immediately reviewing and updating your policies and handbooks to reflect these changes in order to remain in compliance. The following is a list of some of the policies that have been affected by the changes that occurred in 2008.

Discrimination, Anti-Harassment, and EEO Policies

- Policies and handbooks must be amended to identify new protected characteristics (e.g., civil union status, gender identity or expression, and genetic information).

New Jersey Paid Family Leave Act Policy

- Policies, handbooks and new hire orientation materials must be amended to incorporate this new law that went into effect on January 1, 2009. Leave eligibility commences on July 1, 2009.

Family and Medical Leave Act Policy

- Policies, handbooks and new hire orientation materials must be amended to incorporate changes to the FMLA that went into effect on January 1, 2009.

New Jersey Family Leave Act Policy

- Policies and handbooks must be amended to include an employee's right to take leave to care for his/her seriously ill civil union partner.

Americans with Disabilities Act Policy

- Policies, handbooks and leave forms must be amended to incorporate changes made by the ADA Amendments Act.

Bereavement policy, employee discount policy, or any other policy regarding benefits that may be provided to spouses

- Policies and handbooks must be amended to include civil union partners.

**Policies,
Handbooks
and Postings
Must Be
Updated**

Electronic Communications Policy

- Policies and handbooks should be reviewed and amended to prohibit the transmission of potentially discriminatory jokes or other potentially harassing messages.

Workplace Dress Code Policy

- Policies and handbooks should be reviewed and amended to ensure they permit employees to dress in a manner that is consistent with the employee's gender identity or expression.

If you have questions about any of these new legal developments or how they may impact your business, or need assistance drafting or updating any of the above-mentioned policies, please contact any of the attorneys here at Nukk-Freeman & Cerra, P.C.

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