XpertHR's New 50-State Employee Handbook Tool Helps Ensure Legal Compliance

Addresses Federal, State and Municipal HR Requirements

New Providence, NJ (July 8, 2015) – Creating and maintaining a legally compliant employee handbook is a challenging process due to rapidly evolving federal, state and municipal laws and an ever-changing workforce. To help organizations ensure that their employee handbooks remain compliant, XpertHR has created a new online tool, containing hundreds of the most current and robust employee handbook policies, addressing comprehensive workplace policy issues, including the latest trends such as paid sick leave laws.

"The XpertHR Employee Handbooks tool simplifies and reduces the stress of building and revising a single state or multi-state employee handbook," says Peggy Carter-Ward, Head of Content, XpertHR. "Whether it's time to update your employee handbook or create a new one, starting with a good foundation saves the HR team valuable time and makes the legal review process more efficient, cost-effective and productive."

In June 2015 alone, the constantly changing laws spawned the following new and updated policies in the tool:

Updated
. Paid Sick and Safe Time Handbook Statement: California
. Paid Time Off - Hotel Workers Handbook Statement: Los Angeles, California
. Unpaid Sick Leave - Hotel Workers Handbook Statement: Los Angeles, California
. Paid Sick Time Handbook Statement [11+ Employees]: Massachusetts
. Sick Time Handbook Statement [1-10 Employees]: Massachusetts
. Schedules, Hours and Retention of Retail Workers Handbook Statement: San Francisco, California
. Cell Phone Use/Texting While Driving Handbook Statement: Mississippi
. Weapons in the Workplace Handbook Statement: Tennessee

New
. EEO Handbook Statement: Florida
. EEO Handbook Statement: Indiana
. Military Leave Handbook Statement: Kansas

Developed in conjunction with top global employment law firm, Littler Mendelson, the Employee Handbooks tool offers a full listing of customizable federal, state and municipal policy templates addressing a range of topic categories, including:

- Commitment to Diversity
- Time Off and Leaves of Absence
- Workplace Conduct
- Employee Benefits

- Pay Practices
- General Employment Practices
- Leaving the Company
- Safety and Security

Each of the hundreds of templates also contain a detailed explanation of "when to include" the policy in a handbook, such as employee threshold considerations, and other legal and best practice considerations. Detailed guidance tips are also provided that help the employer fully understand the impact of the policy and legal driver on workplace operations.

The tool is continuously updated so employers can ensure their handbooks stay current.

With XpertHR's new Employee Handbooks tool, organizations will understand why they need a handbook, decide what to include, learn how to maintain it, and easily make updates when laws change. For more information on the Employee Handbook tool, visit XpertHR.

The results of XpertHR's employee handbooks survey, which examined the top emerging issues addressed in employee handbooks, is also available for download at XpertHR.

About XpertHR
XpertHR's online service provides HR professionals with practical compliance tools and comprehensive guidance on federal, state and municipal law, helping employers stay current with evolving and complex employment law issues. XpertHR content is published in association with sister company LexisNexis. XpertHR.com is a unique, easy-to-use solution organized around the day-to-day responsibilities of HR professionals. In addition to smart search features, you can browse through content by task, by topic, or by tool type to help you find just what you need in seconds. Our key features include the popular Employment Law Manual and Liveflo employment workflows.

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