



Be Cognizant of Latest Employment Law Standards

Publication

12.18.11

The employment law landscape continues to change, making it critical for employers to respond. Compliance with the numerous state and federal laws that impact the employment process has become much more complicated, and the consequences of failing to comply with those laws has become more severe.

Employment litigation is a major part of federal and state court dockets, and it appears that the growth in that area will continue into the foreseeable future.

And while there have been many changes, a few of the most prevalent of which employers should be aware are:

- Required NLRB posters stating employee rights
- New methods of communications and social media
- New timekeeping rules
- Expanded definition of disabilities

Ultimately, it is critical that any employer carefully review all of its employment policies and practices to make certain that it has made every reasonable effort to comply with existing employment laws.

This article appeared in the December 12 - 18, 2011 issue of *Crain's Cleveland Business*.