



# Handbook Headaches: How to Ensure Compliance with the NLRB and NY/NJ's Ever-Changing Landscape

Event

1.28.25

12:00 PM — 1:00 PM EDT

Join Fisher Phillips for an important webinar designed to help employers operating in New York and New Jersey to comply with ever-changing rules concerning employee handbook and workplace policies.

Almost 18-months ago, the National Labor Relations Board (NLRB) issued a decision in *Stericycle, Inc.* that left employers in the position of needing to reexamine policies in the workplace relating to civility; loitering; and restrictions on video and/or cell phone recording, among other, presumably, common-sense policies. It was part of a broader priority under the Biden Administration to “restructure” the NLRB in ways that were advantageous to employees and labor unions.

Importantly, these updates are relevant for unionized and non-unionized workplaces alike. The results of the election signal wholesale changes to the NLRB’s approach to enforcement are on the horizon, however it is unclear when *Stericycle* might be overturned, and employers should remain vigilant against the threat of unfair labor practice (ULP) charges. Additionally, the expectation of traditionally active legislatures in New York and New Jersey may complicate compliance measures regarding employee handbooks.

This webinar will discuss practical impacts of the *Stericycle* decision while it remains relevant, what we might expect from the incoming Trump Board, and help employers move forward in a position of confident compliance. It will, additionally, unpack nuances of the labor and employment environment that are specific to employers doing business in New York and New Jersey.

If you have any questions, please contact [Stacey Higgins](#).

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## Educational Credits

### HRCI and SHRM

- The firm is submitting this webinar for HRCI/SHRM credit.

### CLE

- Fisher Phillips will seek CLE approval as allowed by those jurisdictions. In certain instances, some programs may not be awarded CLE credit because of content, delivery or jurisdictional restrictions.
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