DAVIS MALM & D'AGOSTINE P.C.

ATTORNEYS AT LAW

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EMPLOYMENT E-ALERT
JANUARY 2013

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ANOTHER NEW YEAR'S RESOLUTION…TUNE UP YOUR EMPLOYMENT POLICIES!

Many laws affecting your workplace changed during the past year. This is a good time to review and update your employee handbook, policies and practices.

Protect your business. Rotate your tires and check under the hood:

◗ **At-will employment policies** - The National Labor Relations Board imposes restrictions on at-will disclaimers.

◗ **CORI and criminal background checks** - State law now mandates written CORI policies.

◗ **Family and Medical Leave Act** - Federal law is proposed to provide leave for family members of veterans.

◗ **Protection of personal information** - Massachusetts regulations require contracts with vendors and third parties to protect against identity theft.

◗ **Social media policies** - The National Labor Relations Board issued strict rules and a new model policy.

◗ **Transgender Equal Rights Law** - This new Massachusetts law protects workers based on gender identity and expression.

◗ **Workplace investigations** - Employers can no longer require blanket confidentiality.

If you have any questions about this alert or would like to discuss your company's employment policies, please contact one of our employment attorneys, Gary M. Feldman or Tamsin R. Kaplan.

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