

Client Advisory

Hot Topics In Employment Law

Dana Holle

Sep. 25 • 11:00 a.m. to 11:45 a.m.



Dana Holle

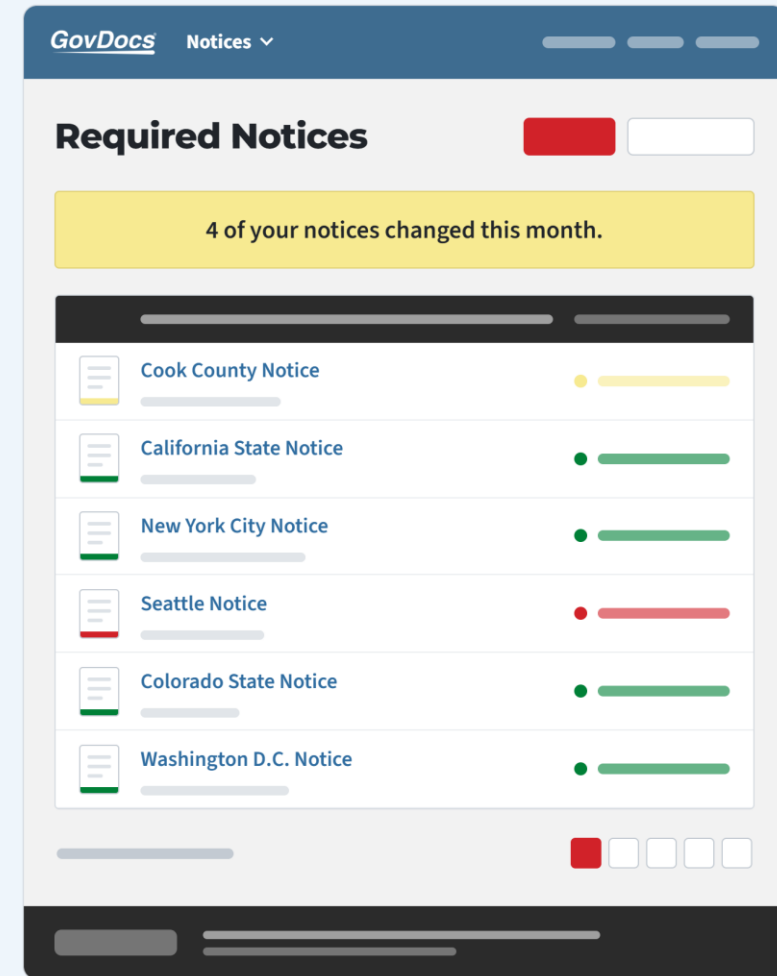
Counsel and Manager

- 1 Leads employment law and compliance strategy,** guiding GovDocs on evolving federal, state, and local requirements.
- 2 Advises product and operations teams,** translating regulatory changes into clear, practical solutions for customers.
- 3 Oversees risk mitigation and policy development,** ensuring sound, defensible compliance practices.
- 4 Trusted resource for clients and partners,** providing expert insights, training, and thought leadership.

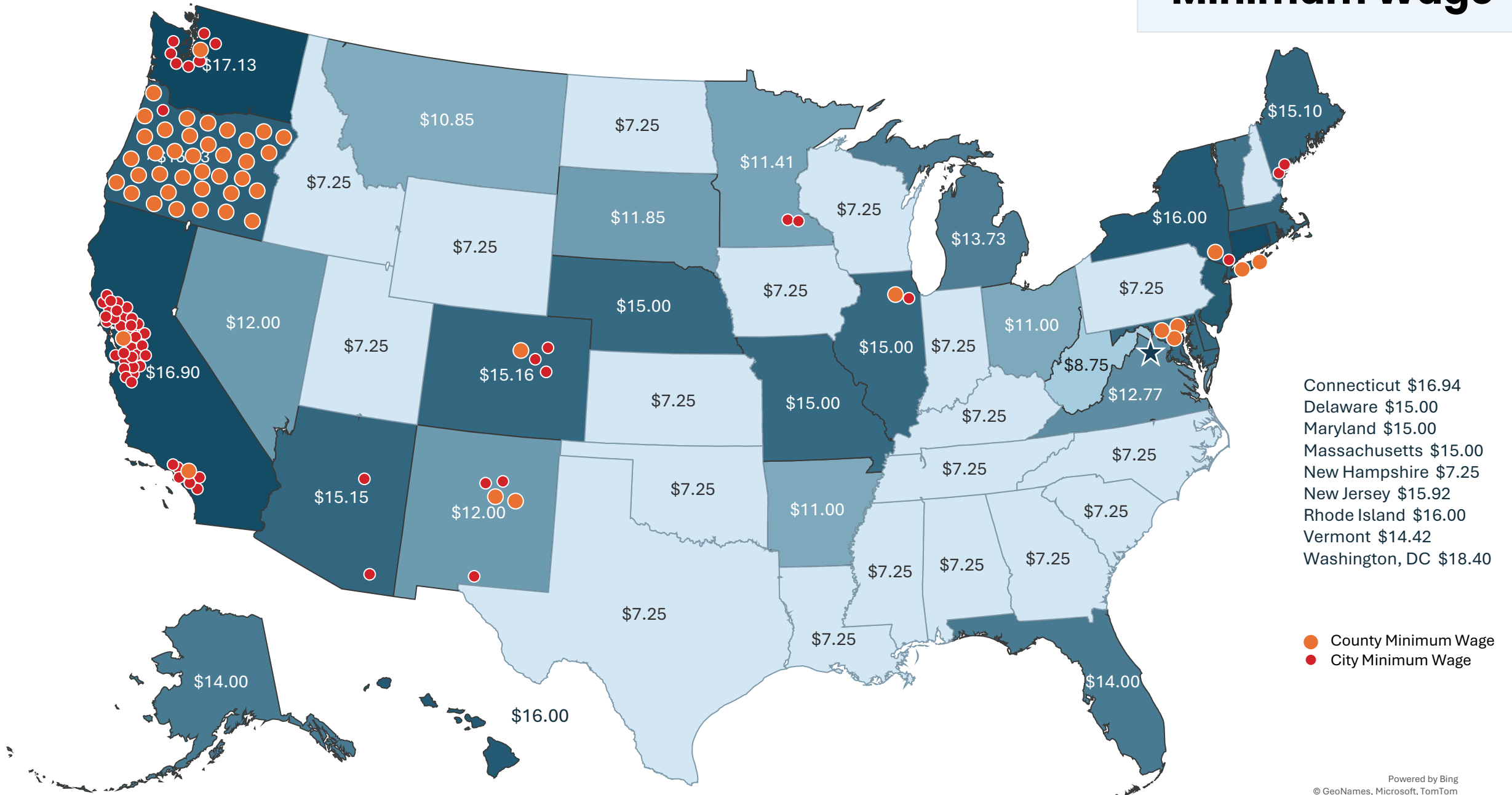
Session Preview

We will cover the following employment law topics:

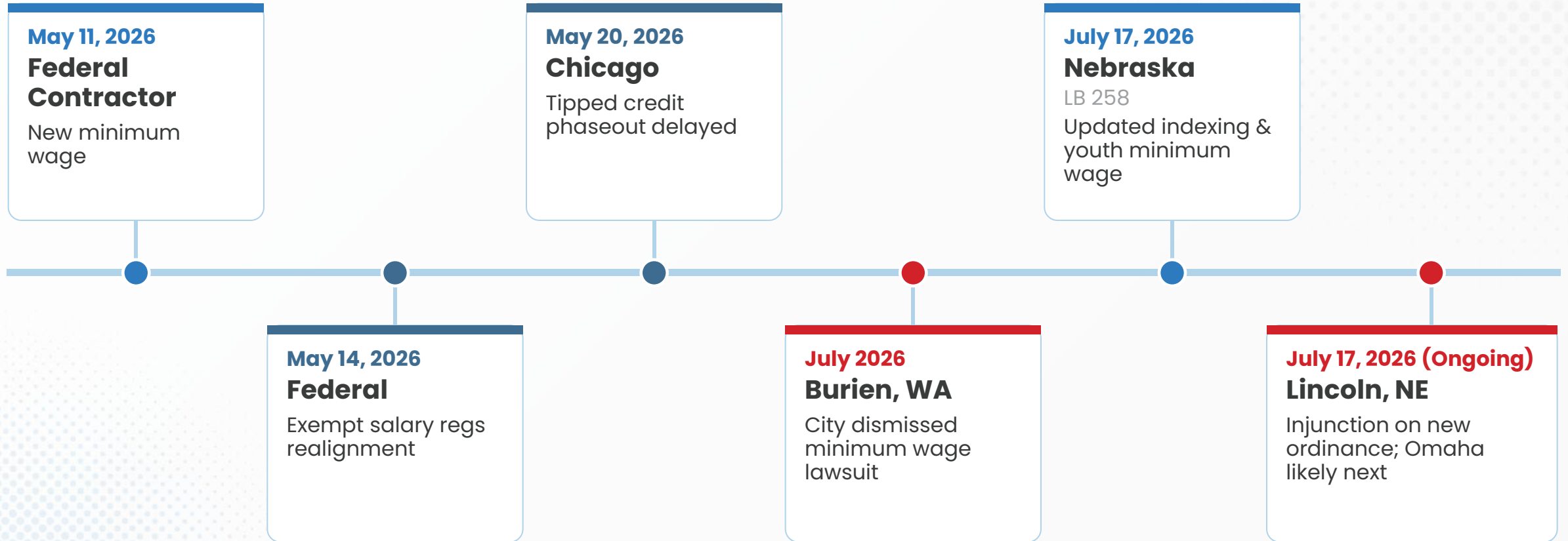
- 1 Minimum Wage
- 2 Pay Transparency
- 3 Paid Leave
- 4 AI in the Workforce
- 5 Posters vs. Notices



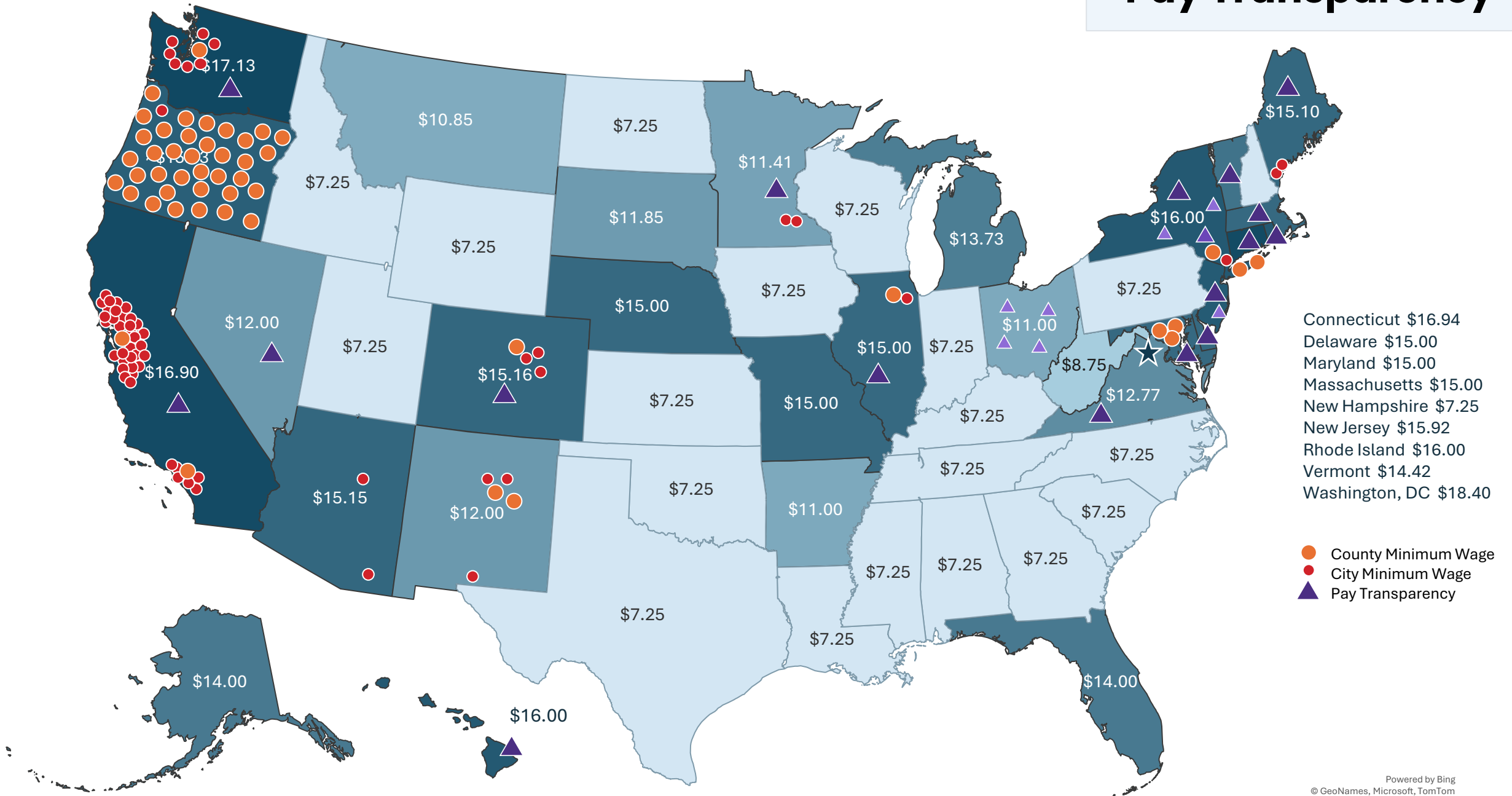
Minimum Wage



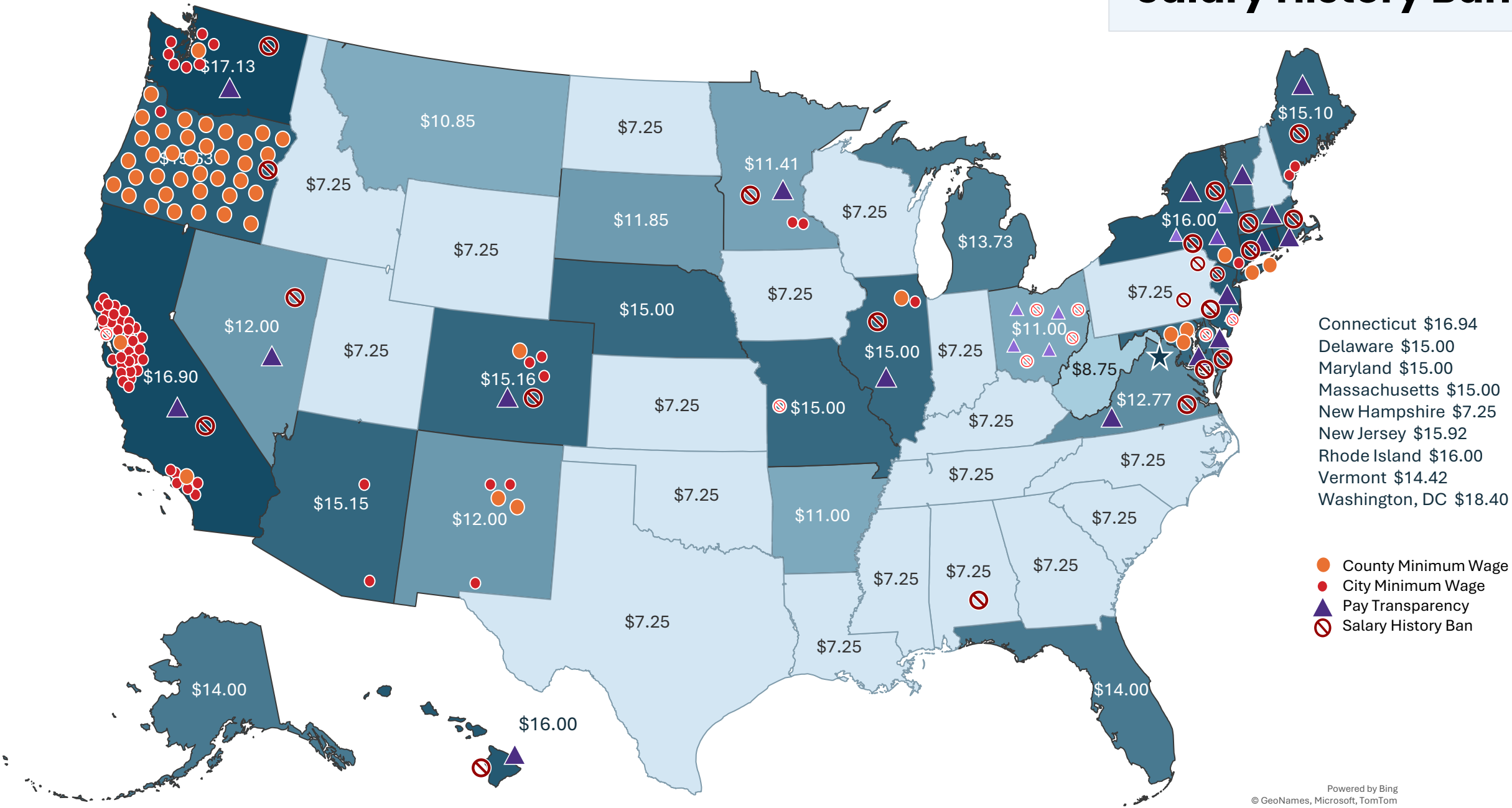
Minimum Wage Updates



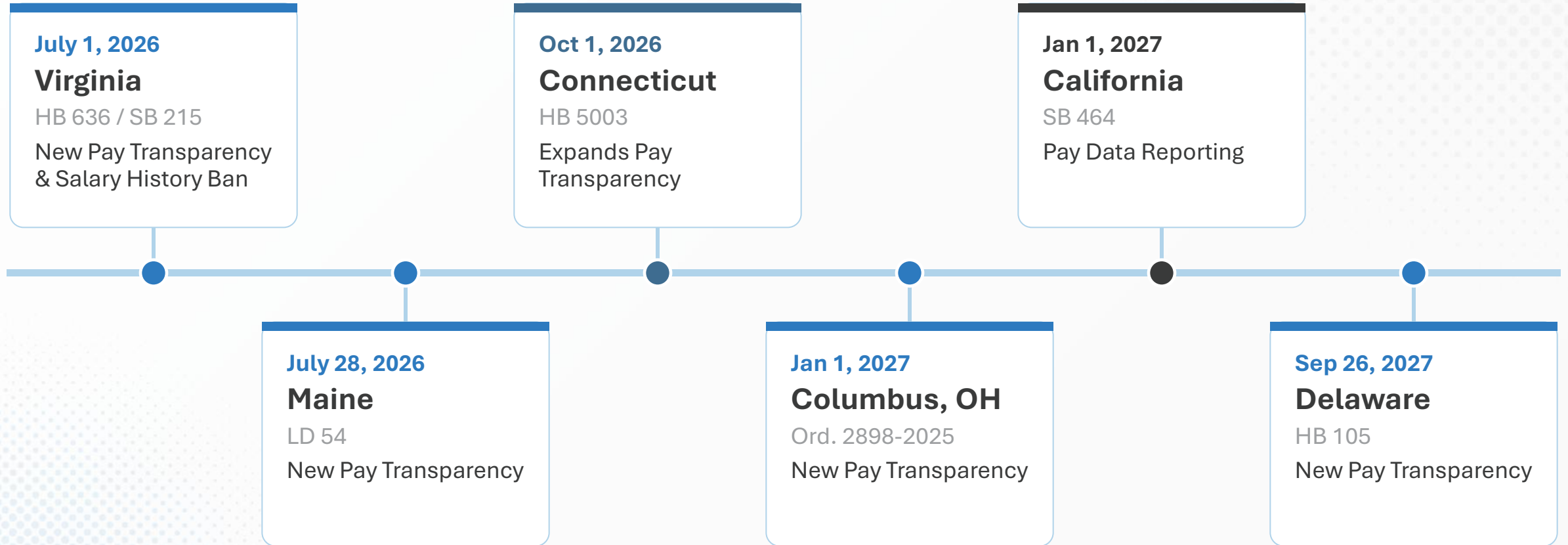
Pay Transparency



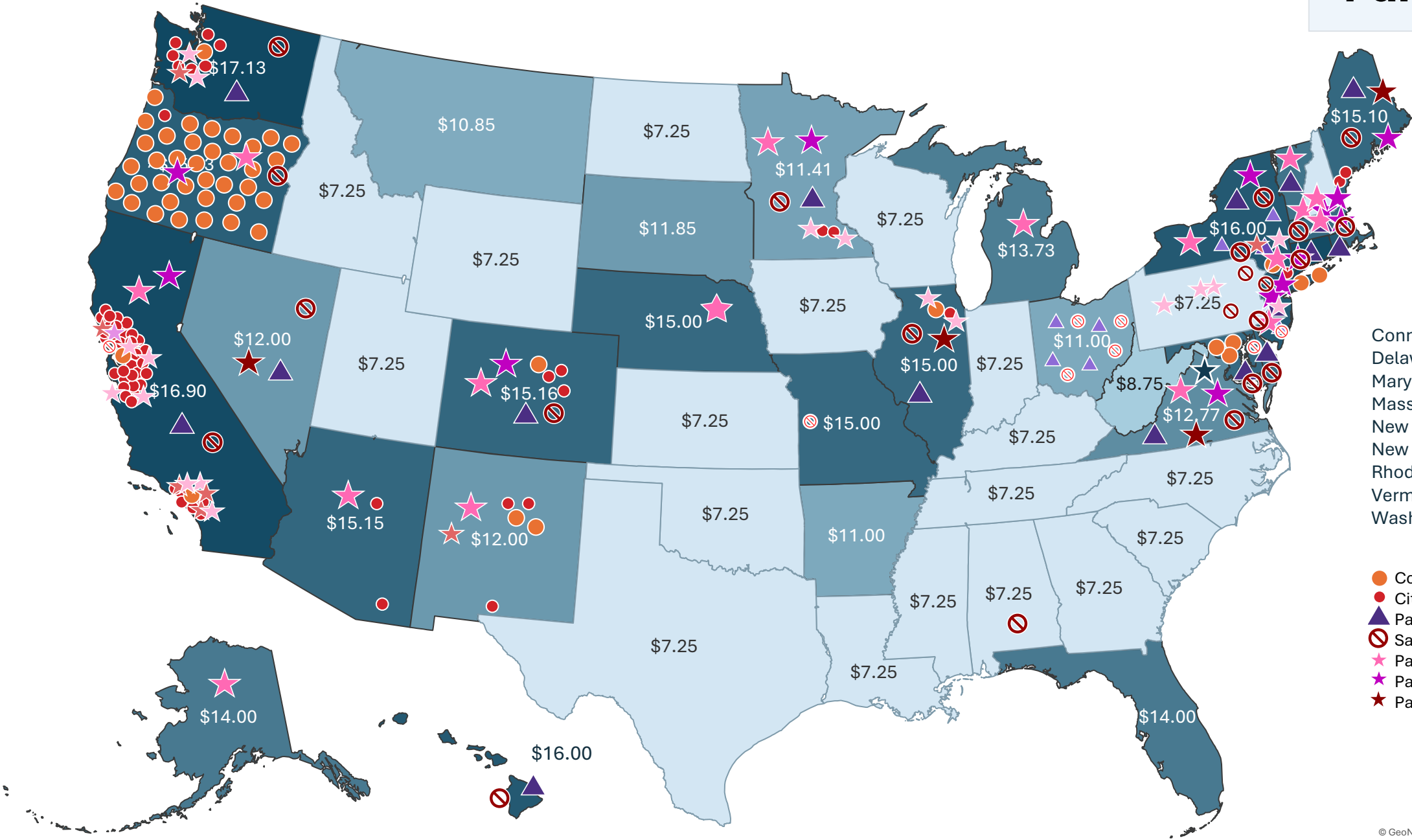
Salary History Ban



Pay Transparency Updates



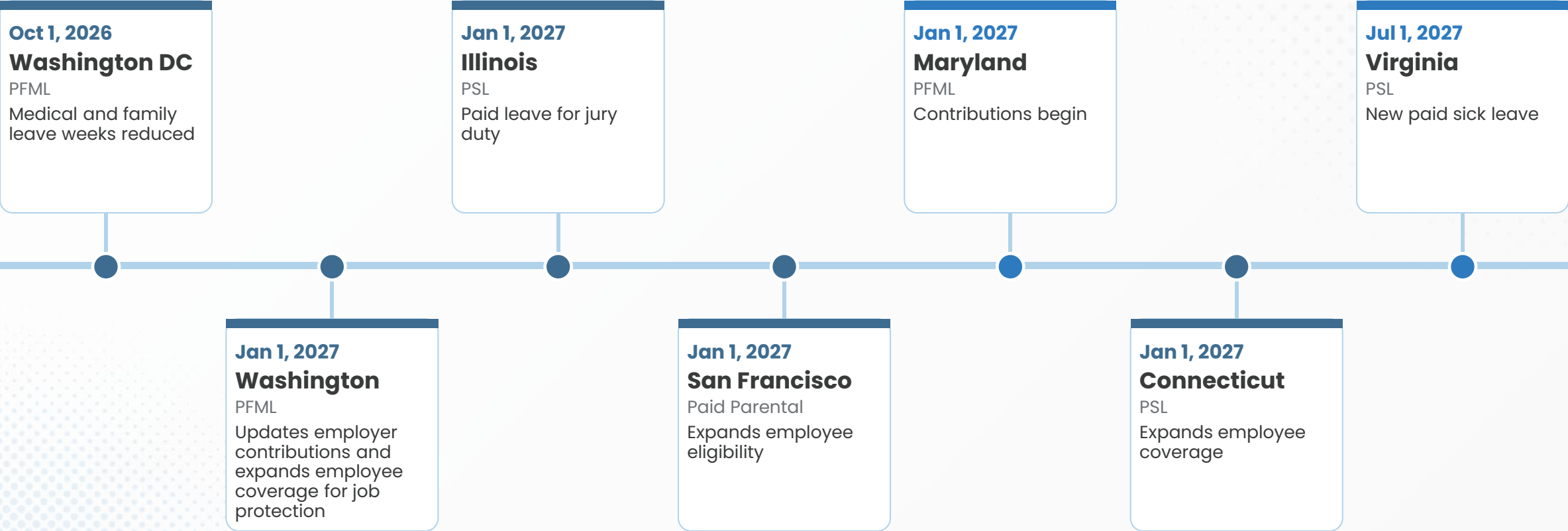
Paid Leave



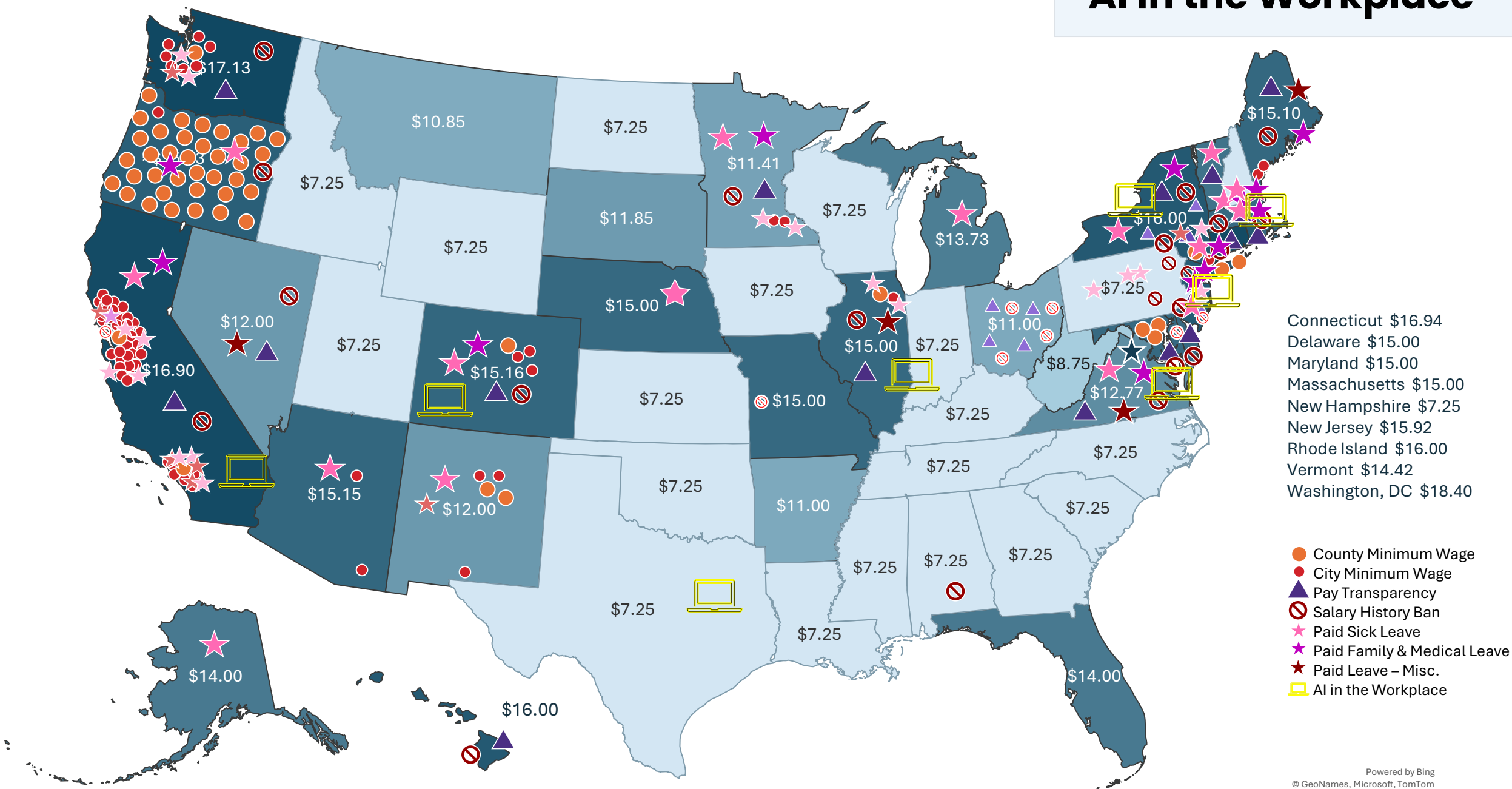
Connecticut \$16.94
Delaware \$15.00
Maryland \$15.00
Massachusetts \$15.00
New Hampshire \$7.25
New Jersey \$15.92
Rhode Island \$16.00
Vermont \$14.42
Washington, DC \$18.40

- County Minimum Wage
- City Minimum Wage
- Pay Transparency
- Salary History Ban
- Paid Sick Leave
- Paid Family & Medical Leave
- Paid Leave - Misc.

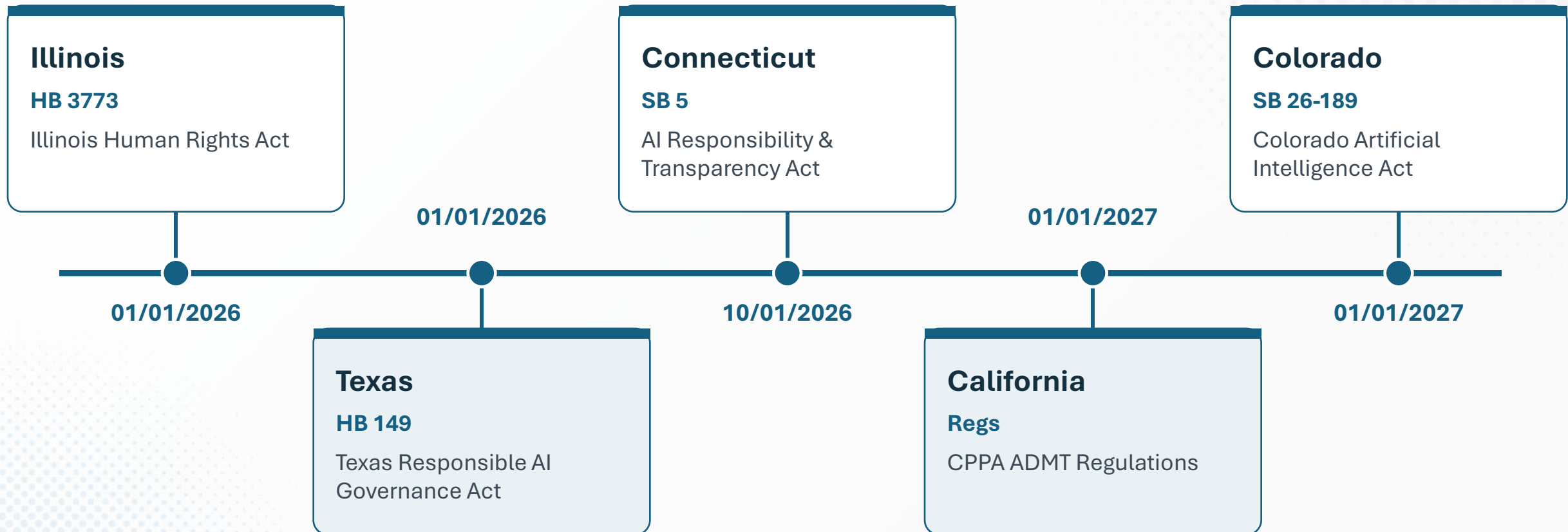
Paid Leave Updates



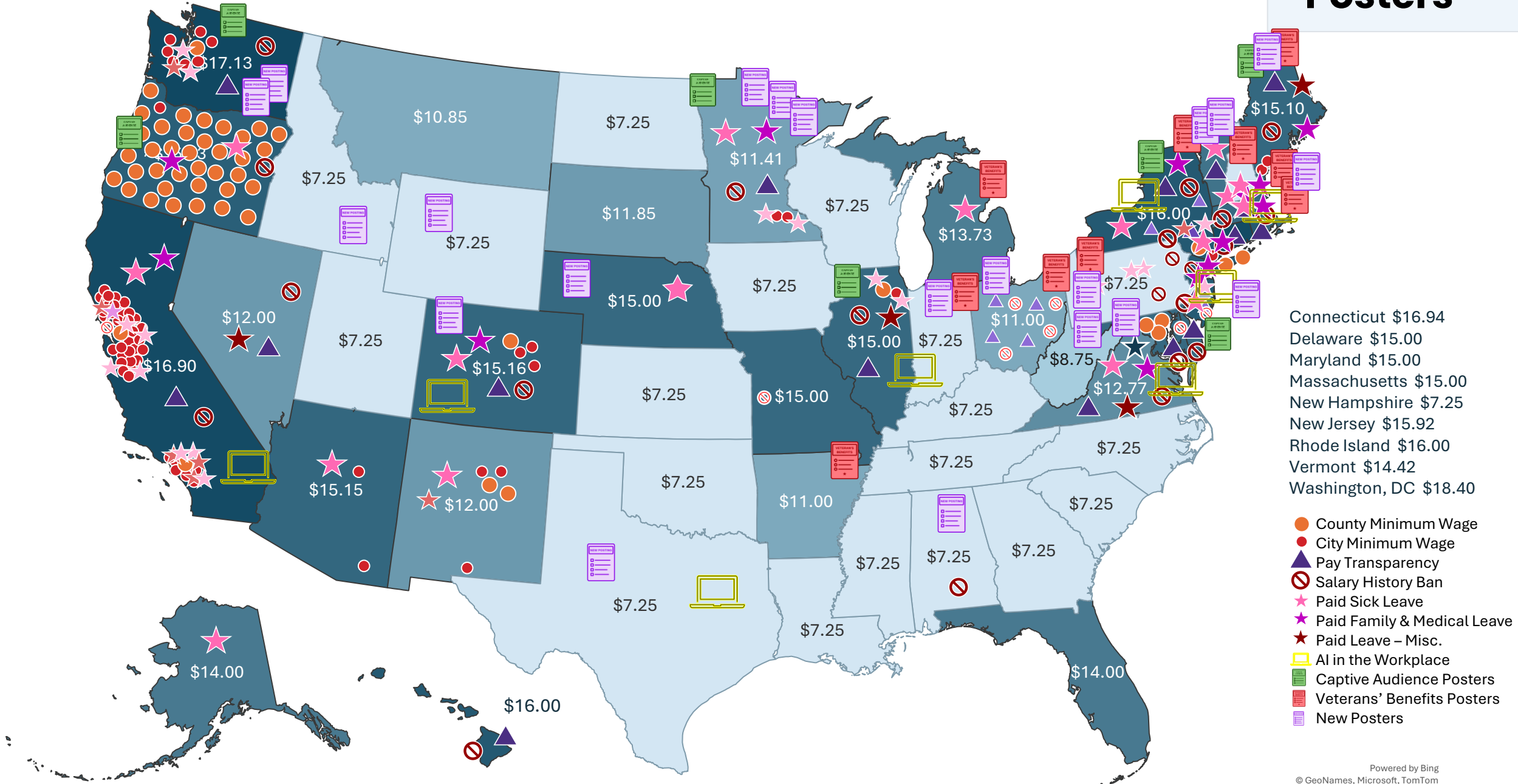
AI in the Workplace



AI in the Workplace



Posters



Posters

Captive Audience Postings

7 states

Illinois

Maine

Minnesota

New Jersey

New York

Oregon

Washington

Veterans Benefits Postings

11 states

Arkansas

Indiana

Maine

Massachusetts

Michigan

Minnesota

New Hampshire

New York

Ohio

Pennsylvania

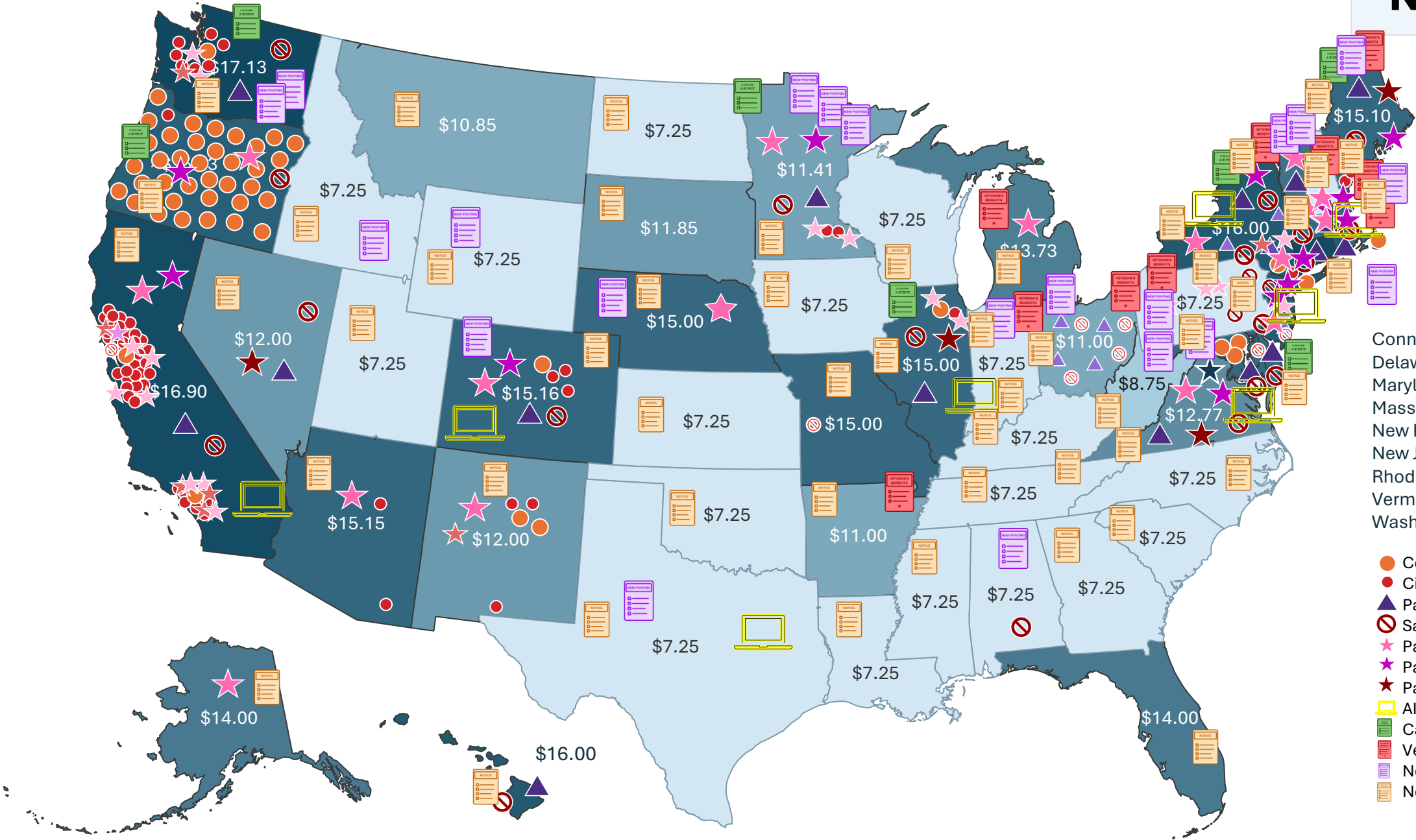
Rhode Island

POSTER SPOTLIGHT

New: Washington's I-9 Immigration Poster

Most asked-about posting release in the last 5 years

Notices



Connecticut \$16.94
Delaware \$15.00
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Massachusetts \$15.00
New Hampshire \$7.25
New Jersey \$15.92
Rhode Island \$16.00
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- County Minimum Wage
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- AI in the Workplace
- Captive Audience Posters
- Veterans' Benefits Posters
- New Posters
- Notices

Notices

Notices

WHAT IT IS

Employment law information provided to employees individually

DELIVERY FORMAT

Handout, email, handbook

TIMING

Time of hire, termination, separation, when changes occur, annually

vs.

Postings

WHAT IT IS

Employment law information displayed to all employees in the workplace

DELIVERY FORMAT

Poster, Binder, Digital, or IPP supplement

TIMING

Displayed continuously and updated when changes occur

Notices (cont.)

EMPLOYMENT LAW & COMPLIANCE TEAM'S RESEARCH FOCUS

1 Legal requirements

Who is the notice required for?

2 Timing

When notice must be provided

3 Handbook

Does the notice need to be in a handbook?

4 Delivery

How it reaches employees

5 Industry

Sector-specific notices

6 Language

Language obligations

7 Acknowledgement

Does the notice need to be signed?

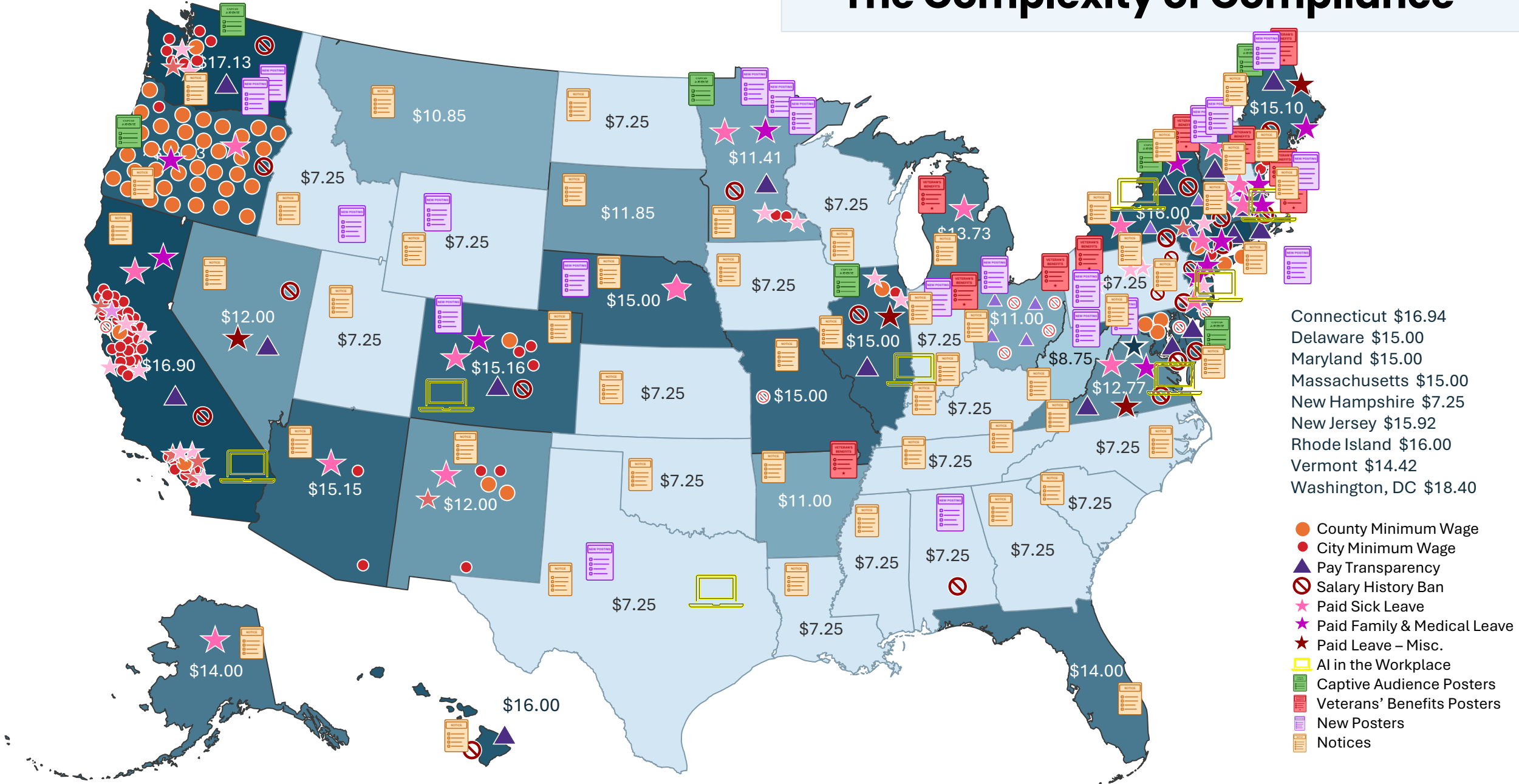
8 Category

Minimum wage, paid leave, discrimination, work comp, etc.

9 Fill in the Blank

Additional information added onto the notice

The Complexity of Compliance



Thank You!