

Important: Filing Instructions and Shipment Insert

HR Series: Policies and Practices

Enclosed is the March 2026-1 edition of *HR Series: Policies and Practices*, which highlights important recent developments and trends in the area of workplace policies and practices, and assists with the administration of effective policies and the resolution of HR problems quickly and confidently.

Please note that, for ease of handling, the materials in this shipment may ship in more than one box.

SPECIAL NOTE TO CUSTOMERS

Starting now in March 2026-1, *HR Series: Policies and Practices* will be presented in a new softbound pamphlet format, which is easier to use and removes the need to file individual looseleaf pages with each update. You will receive two sets of replacement softbound pamphlets per year, rather than the six looseleaf page updates. Each shipment of softbound pamphlets will contain the amount of updated material that would appear in three looseleaf updates.

Filing Instructions

- **REMOVE and RECYCLE** the existing binders for *HR Series: Policies and Practices*.
- **PLACE** the new 2026-1 softbound pamphlets for *HR Series: Policies and Practices* onto your shelves.

Highlights

Among the topics and information recently updated in *HR Series: Policies and Practices*:

- **§ 41:1. Introduction to pre-employment testing programs [Retitled]:** The pre-employment test must measure the specific criterion it is supposed to measure and predict future job performance or success.
- **§ 41:8. Measuring the adverse impact of pre-employment testing [Retitled]:** In April 2025, President Trump issued an Executive Order entitled “Restoring Equality of Opportunity and Meritocracy,” which instructed federal agencies to deprioritize disparate impact claims, and thus it is questionable as to whether the EEOC would pursue claims that selection procedures have a disparate impact on a protected group.
- **§ 43:13. States that prohibit discrimination based on genetic testing [Renumbered]:** State laws on genetic testing have been updated.

- **§ 44:2. Purposes of final interviews:** In 2025, remote work and/hybrid positions are a good “selling” tool for a company, as many people post-COVID-19 are looking for these types of positions and are focused on work-life balance.
- **§ 44:17. Agreements with executives and highly skilled employees—Noncompetition provisions [Retitled]:** Noncompetition agreements have fallen out of favor, but states have differing opinions on their enforceability.
- **§ 45:2. State laws on employer new hire reporting:** State laws on new hire reporting have been updated.
- **§ 46:1. Resources for recruiting—Organizations:** The list of organizations which provide assistance in the hiring process has been updated.
- **§ 46:2. Resources for recruiting—Online-only recruiting resources:** The list of online resources which provide assistance in the hiring process has been updated.

Find It On Westlaw™

HR Series: Policies and Practices is available on Westlaw. The database identifier is **HRS-PP**.

Contact Us

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