

INTRODUCTION TO 2026 EDITION

This 2026 Edition of *Georgia Employment Law* is an up-to-date guide on employment-related issues under Georgia law. In order to more cohesively incorporate changes that may come about in the future, **we are now presenting *Georgia Employment Law* in a softbound, annually issued format.** For this edition, authors Jim Wimberly and Thom Walker added to the existing text, removed outdated material, and retained existing discussion where relevant and/or necessary for context. In the 2026 Edition, new material was added and/or existing material updated on the following subjects, among others:

- Restrictive covenants
- Non-compete agreements
- Tortious interference in employment
- Geographic restrictions
- Non-recruiting agreements
- Raiding of employees
- Gender identity issues
- ERISA preemption
- Firearms on employer premises
- Unemployment compensation
- Disqualification from benefits
- Discrimination in employment
- Fraud in the employment context
- Promises as to compensation
- Changes to terms of at-will employment
- Wage theft

This 2026 Edition replaces the hardbound Fifth Edition (issued in 2018) and the 2025 Pocket Part, both which now may be recycled or discarded.