Publisher's Note

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POWERFUL EMPLOYMENT POLICIES

Lauren M. Bernardi

2026-1

Publisher's Special Note 2026

This year's release has been converted into a more user friendly softbound book. Subscribers will receive a softbound book to replace any relevant revised content within the work. This should enhance the reader's experience in terms of no longer filing pages within a limited binder system—allowing the work to easily expand as discussion of the law dictates.

Changes to chapter and heading numbering have occurred. Please refer to the Correlation Table if you wish to confirm references.

This is a ready-to-use compilation of important policies and related forms for preparing a legally sound, user-friendly employee policy manual. Revised and updated regularly to bring you the most current issues affecting the workplace, all of the forms and policies are pre-made and organized for easy access. You'll find one policy per topic with guidelines on how to customize it. The companion USB makes creating and updating your company policy handbook even easier.

Filing Instructions

REMOVE and RECYCLE the entire 2025 soft-cover volume; and

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This publisher's note may be scanned electronically and photocopied for the purpose of circulating copies within your organization.

What's New in this Update

This release features new policies added to Chapters 4 (Employee Management) and 5 (Terms and Rules of Employment). It also includes comprehensive edits and updates to Chapter 6 (Compensation).

Highlights

New policies:

- Prohibition of "Coffee Badging" or "Swipe-and-Go"
- Right to Request Flexible Work (Federally Regulated Employers)
- Return to the Office
- Prohibition of the Use of "Shadow AI"
- Online Harassment and Cyberbullying

Revised policies and/or associated commentary:

- Artificial Intelligence (AI) Use Policy (replacement policy and commentary)
- Compensation Philosophy
- Payment of Wages
- Time Records
- Pay Equity
- Equal Pay Regardless of Employment Status
- Pay Transparency
- Insurance Benefits
- Incentive Programs
- Vacations
- Employee Assistance Program
- Membership in Associations
- Community and Charitable Service
- Roadside Assistance Membership
- Employee Health and Wellness Program
- Business Expenses
- Corporate Credit Cards
- Employee Discounts and Purchase Plans

Tell Us Your Ideas

Suggestions for new or alternative policies for this book are welcome and encouraged. Please contact Brian Kreissl, Senior Publisher at Thomson Reuters, at brian.kreissl@thomsonreuters.com or (647) 297-1832.