

Now is the Time for Employers to Make Sure Their Policies and Employee Handbook are Up-to-Date, Says Miller Canfield

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Amid signs of an improving economy and employers back to hiring, the law firm of Miller Canfield is recommending that employers take a look at their HR policies and employee handbooks to make sure they are compliant.

“2011 was a big year for employment law changes. Wage and hour litigation rose by about 15%, the NLRB is more active—an issue for union and non-union employers alike—and new FMLA regulations continue to catch employers unaware,” said Christopher M. Trebilcock, deputy leader of Miller Canfield’s Employment and Labor Group (Detroit, Mich. office). “A comprehensive employment audit by legal counsel, while time-consuming, may save a great deal of time, aggravation, and money down the road. The laws change regularly and policies and procedures look good on paper but are not worth much if they are not followed.”

Also available to employers is Michigan Chamber of Commerce’s best-selling publication, *Employment Law Handbook*. Authored by employment and labor lawyers at Miller Canfield, the guide is the only product of its kind written specifically for Michigan employers of all sizes, addressing the unique business climate in Michigan.

Covered in this year’s Handbook are:

- Changes to the Workers' Disability Compensation Act and Michigan Employment Security Act which took effect in December 2011
- Social Media and how it affects human resource law and practices
- Employee benefits covering ERISA, COBRA, HIPAA and more
- New information on the Michigan Medical Marihuana Act
- Updated information on GINA (Genetic Information Nondiscrimination Act)
- Updated forms and workplace postings

“The *Employment Law Handbook* helps HR professionals, in-house counsel, and business owners recognize issues and seek the guidance they need before problems arise,” said Trebilcock.

The cost of the Handbook Kit is \$199 plus shipping and tax. For information about the handbook or to order a copy, call the Michigan Chamber of Commerce at 1-888-763-0514 ext 204 or 203.

Miller Canfield’s Employment and Labor Group is hosting its annual HR Spring Training Employment Law Seminar on April 24 in Kalamazoo and May 15 in Troy, Michigan. Visit www.millercanfield.com/EmploymentLawSeminar for more information and to register.