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**Recent HR Changes that May Impact Your Handbook—and Your Policies**

* The National Labor Relations Board (NLRB) has overruled a previous standard striking down employer policies that can be "reasonably construed" to limit employee discussions about wages and working conditions—even if that was not a policy’s intent. (This decision effectively increases employer control over social media in the workplace.)
* Several states have recently passed sexual harassment training laws, and more may do so.
* Some states are expanding their family leave, lactation and pregnancy accommodation laws.
* The U.S. Circuit Court of Appeals recently ruled that an extended leave of absence beyond FMLA time isn't a “reasonable accommodation.”