



2026 employment law



Is Your Workplace Ready for the New Year?

Staying Compliant with Employment Law Changes

THE START OF A NEW YEAR is an ideal time for employers to be mindful of any changes in State and Federal employment laws and prioritize a review of their workplace policies and procedures to ensure they are in compliance.

We understand that navigating the ever-changing landscape of employment law can be challenging, especially in today's world. However, it is important to be aware of new statutes, as well as modifications to existing ones, that deal with such workplace issues as DEI, free speech, sick and family leave, religious accommodations, restrictive covenants, harassment and bullying, etc. In addition, the increased use of AI-driven algorithmic systems as managerial support tools means even more changes to the existing legal framework are on the way. As such, employers should take a proactive approach to identify legal changes that will impact their policies and procedures, and update employee handbooks and other relevant documents accordingly.

The attorneys at Niedweske Law Firm, LLC can assist with this process. With decades of combined experience in employment law, our attorneys can update current personnel policies and employee handbooks, offer guidance on best practices and industry standards, and help identify potential lapses in compliance that could lead to liability claims and litigation. Our most utilized professional services include:

Documentation & Performance Management

- Custom performance evaluations, discipline, and review procedures
- Legal guidance and training for compliant performance management

Discrimination & Harassment Prevention

- Complaint resolution and policy development
- Sexual harassment prevention training

Employee Handbooks & Policies

- Drafting and updating handbooks and personnel policies
- Best-practice guidance and implementation support

ADA, Leave & Benefits Compliance

- Disability accommodations and leave management
- Guidance on FMLA, NJFLA, and pregnancy discrimination
- Compliant hiring and accommodation practices

Wage & Hour Compliance

- FLSA and New Jersey Wage & Hour law compliance
- Employee classification, overtime, and compensation guidance

Workplace Training & Risk Management

- Drug and alcohol testing policies
- Whistleblower (CEPA) compliance and investigations
- Lawful interviewing and hiring practices

Wrongful Termination Prevention

- At-will employment guidance
- Risk mitigation involving contracts, defamation, privacy, and discrimination

Management & Employee Relations

- Leadership and management training
- Strategies for addressing difficult employees, absenteeism, and disruptive conduct

Together with the services listed above, Niedweske Law, LLC offers customized solutions and specialized programs tailored to each client's unique needs and workplace culture. ■

Let us help you start the year strong in this ever-evolving employment law landscape. Give us a call at (908) 738-8500 to schedule a consultation.