



thread

is proud to present

Handbook Updates | 2025-2026

on behalf of

• SHRM-
• ATLANTA



meet christina



Christina Fiorenza, SPHR
HR Engagement Manager, Thread HCM

Christina Fiorenza is a seasoned HR professional with over two decades of experience helping organizations strengthen their people practices and cultures. A proud alumna of LSU, she has held roles ranging from HR Generalist to HR Director and currently serves as HR Engagement Manager at Thread HCM, where she has advanced through multiple leadership positions.

With deep expertise in compliance, employee relations, training and development, and HR strategy, Christina is recognized for her ability to guide teams with both knowledge and heart. She is valued by colleagues and clients alike for her approachable leadership style, her commitment to growth, and her belief that work should be both meaningful and enjoyable.

Beyond her professional life, Christina embraces her Italian heritage, enjoys cooking, and is an avid tennis player. She is also the proud mother of two successful young men.

agenda

- Why Do a Review?
- Federal Updates
- GA Specific
- Multi-State
- Core Handbook Sections
- Emerging Topics
- Best Practices

you will earn credits!



Why Annual Handbook Reviews Matter



Risks of outdated policies

HR trends and compliance themes



Federal Updates to Review



Pregnant Workers Fairness Act and PUMP Act– continued enforcement trends and accommodations and breastfeeding/lactation break obligations



EEOC and OFCCP Updated – harassment, discrimination, AI in HR tools, pay equity



Overtime and FLSA Updates – monitor any updates/changes



NLRB Guidance - employee rights, handbook language, union-related policies



Remote Work and Multi-State Compliance – wage, leave, and tax compliance

Georgia-Specific Policy Reviews



Firearms in the workplace or parking lot – reminder of Georgia’s “guns in trunks” law



Marijuana and Drug Testing Policy Updates – especially for medical marijuana trends in neighboring states



GA’s stance on paid sick leave (and local PTO trends)

Multi-State Considerations



Paid Family & Sick Leave expansions in other states (CA, NJ, NY, OR, WA, etc.)



Pay transparency and salary history bans (CA, CO, NY, WA, MA, DC)



Local ordinance compliance: PTO accrual, domestic violence leave, bereavement



Marijuana legalization policies and workplace implications

Core Handbook Sections to Review (1/2)

Anti-harassment and workplace conduct



Remote/hybrid work expectations

Timekeeping and overtime procedures



Core Handbook Sections to Review (2/2)

Confidentiality, social media, and AI use policies



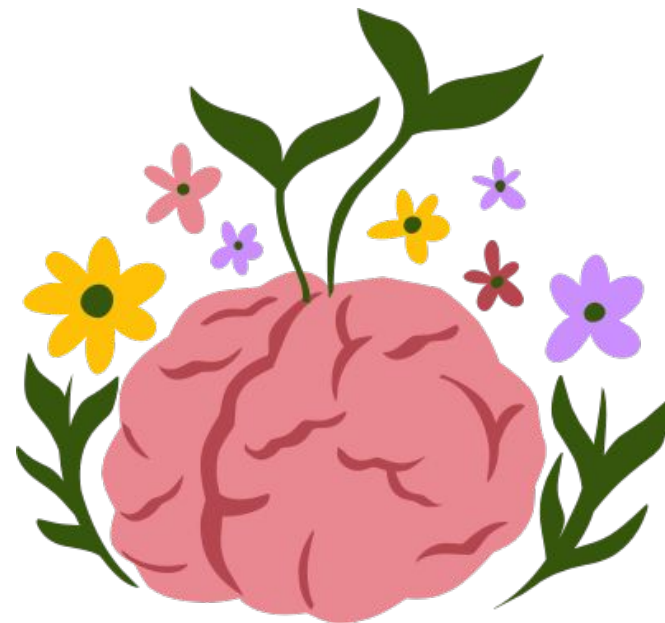
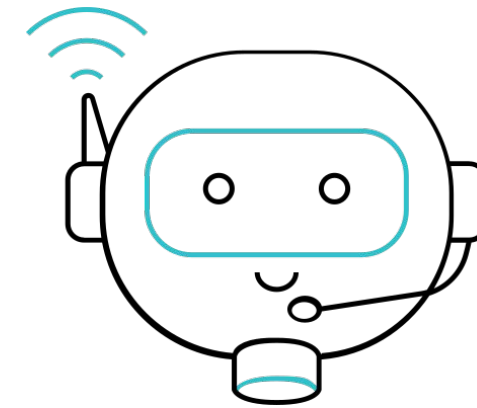
Dress code and personal appearance

Safety, workplace violence, and emergency preparedness



Emerging Topics for 2026 (1/2)

AI in HR – drafting responsible use and data privacy policies



**Mental Health & Burnout Support –
leave options, flexibility, and wellness programs**

Flexible Scheduling and Hybrid/Remote Boundaries



Emerging Topics for 2026 (2/2)

Cybersecurity Expectations for Remote Employees



**Policies/Social Expressions at Work –
balancing rights with business needs**

**Environmental, Social, and Governance (ESG) Trends
Impacting Employee Policies**



Best Practices for Annual Handbook Updates



Review Frequency and Participants (HR, legal, leadership)



Communicating Updates Effectively



Version Control and Recordkeeping



Signed Acknowledgments – electronic or paper



• SHRM-
• ATLANTA

thank you for your time
we look forward to supporting you

any questions?