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Writing Employee Policies To Address Different State And Local Laws: Three Strategies

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We frequently report on the Currents blog about employment issues being addressed at the state and local levels, the two most recent examples being [Ohio's legislation on employees with concealed carry permits](#) and efforts in Ohio to [limit local minimum wage ordinances](#). This trend is likely to only grow with the expanding divisions in the country.

This quick video discusses three different non-exclusive strategies for drafting policies to cover jurisdictions with different rules:

1. Have a single policy that complies with all laws (i.e. follow the strictest applicable law)
2. Include catch-all language, such as “except as provided by applicable law,” to leave room for the policy to be applied as needed locally
3. Have separate handbooks or supplemental documents in various locations

The right approach will depend on the employer, the laws and even the particular policy. [Click here to watch the video.](#)