

## Retail Industry Workplace Law Update - Spring 2017

By Mark S. Askanas

April 6, 2017

### OSHA Identifies 10 Most Cited Safety and Health Violations

The Occupational and Safety and Health Administration released a preliminary list of the 10 most frequently cited safety and health violations for 2016, compiled from about 32,000 inspections of workplaces by federal OSHA staff. [Read more...](#)

### Supreme Court Hears Argument on Appellate Jurisdiction after Denial of Class Certification

Whether a federal court of appeals has jurisdiction to review an order denying class certification after the named plaintiffs voluntarily dismiss their claims with prejudice was the issue before the U.S. Supreme Court on March 21, 2017, when the Court heard oral argument in *Microsoft Corporation v. Baker*. [Read more...](#)

### Part-Time Employees Get First Chance at Extra Hours under New San José Ordinance

Retail employers in San José, California, must offer additional work hours to existing qualified part-time employees before hiring new employees beginning March 13, 2017, under the Opportunity to Work Ordinance. [Read more...](#)

### New Paid Family Leave Benefits for New York Employees: What Employers Need to Know

New York's Paid Family Leave Benefits Law (PFL) will provide broad paid family leave benefits through the state's existing Disability Benefits Law for all employees who have worked at least 26 consecutive weeks (or 175 days for part-time employees) for the employer. [Read more...](#)

### California Court Provides Additional Guidance on Timecard Rounding, Grace Period Claims

Under California law, employers' policies may permit rounding of employee timecard entries to the nearest tenth of an hour (six minutes), the Fourth Appellate District of the California Court of Appeal has affirmed. [Read more...](#)

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