

Retail Industry Workplace Law Update – Fall 2018

By Mark S. Askanas

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Supreme Court Preview: 2018-2019 Term

The U.S. Supreme Court's docket for its 2018-2019 Term is full of cases significant to employers and businesses. Cases to watch involve questions on employment discrimination and class arbitration, among other things. [Read full article ...](#)

New Model Background Check Summary of Rights Released

The Consumer Financial Protection Bureau (CFPB) has issued a new model "A Summary of Your Rights Under the Fair Credit Reporting Act" disclosure form document. Retailers and other employers and background check companies must provide employees and job applicants the FCRA disclosure form at certain times. [Read full article ...](#)

Class Action Trends Report

The latest issue of our quarterly report on new developments in class action litigation covers the following topics:

- Disparate impact — discrimination by the numbers
- Is the Fair Credit Reporting Act (FCRA) class the new Fair Labor Standards Act (FLSA) wage and hour class?
- Other class action developments

[Read the Report ...](#)

New Jersey Releases Proposed Paid Sick Leave Regulations

The New Jersey Paid Sick Leave Act, which requires businesses of all sizes to provide up to 40 hours of paid sick leave to employees during an employer-established benefit year, will go into effect on October 29, 2018. The New Jersey Department of Labor and Workforce Development has released proposed regulations. [Read full article ...](#)

South Carolina Law Amended to Allow Expungement of Certain Criminal Records

An amendment to South Carolina law allows individuals to have certain criminal records expunged following a successful court petition. The new law provides employers immunity from civil action for hiring a worker with an expunged criminal record. [Read full article ...](#)

New York City 'Cooperative Dialogue' Mandate Over Accommodations Requests

Beginning October 15, 2018, employers covered by the New York City Human Rights Law (HRL) must engage in a "cooperative dialogue" with persons who may be entitled to reasonable accommodations under the HRL. [Read full article ...](#)

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