Over the past year, state and local governments responded in a variety of ways to national policy, and the midterm elections painted a picture of what’s in store for employers in 2019 and beyond. Jackson Lewis’ annual report outlines upcoming issues, trends, legislation and regulations employers need to be aware of in the coming year.

Highlights include:

- Paid leave statutes gain momentum in the states, trending away from local laws.
- The Office of Federal Contract Compliance Programs is issuing a number of new directives.
- Sexual harassment and gender identity laws will continue to create a complicated patchwork of employer obligations as federal, state and local governments take action.
- Medical and recreational marijuana bills and initiatives continue to advance across the country, in stark contrast to the federal policy.
- Legislation was introduced to overturn the U.S. Supreme Court’s stance on arbitration agreements in class action litigation.
- Federal agencies involved in the immigration process are increasing workplace audits, workplace raids and deportations.
- Personal protective equipment joined the top 10 list of most frequently cited OSHA safety and health violations.
- Many localities raised their minimum wages above the federal rate.
June 25, 2019

**Scabby the Rat Could Face Extermination under Labor Board General Counsel's Recommendation**

A recent Advice Memorandum from the National Labor Relations Board's (NLRB) General Counsel's office (GC Office) has recommended that the Board engage in pest control. As background, federal labor law strictly regulates “secondary” activity by unions, including protests against “neutral” businesses with whom there is no dispute. The...

June 25, 2019

**The Aging Construction Industry: Keeping Skilled Employees Longer**

Workers in the construction industry tend to be older than those in other industries, according to the National Association of Home Builders. The median age of construction workers is 42 years old, a year older than the median in the national labor force. Further, the median age of workers in the industry is 44-45 years old in several U....

June 25, 2019

**New York City to Prohibit Retaliation for Requesting Reasonable Accommodation**

On June 13, 2019, the New York City Council passed Intro 799 to prohibit retaliation against individuals who make a request for a reasonable accommodation under any applicable provision of chapter 1 of the New York City Human Rights Law. The bill awaits Mayor Bill de Blasio's signature. The Mayor is expected to sign it. The bill takes...