

## Retail Industry Workplace Law Update – Spring 2019

By Mark S. Askanas

April 1, 2019

### Class Action Trends Report

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

- Is an “independent contract” enough?
- Independent contractors in California
- Potential strategies to protect your company and tips to defend against independent contractor claims

[Read the Report ...](#)

### Department of Labor New Proposed Overtime Rule Sets Minimum Salary at \$35,308

The U.S. Department of Labor has issued a new proposed rule raising the annual minimum salary requirements for the Fair Labor Standards Act “white collar” overtime exemptions (executive, administrative, and professional) to \$679 per week.

[Read full article ...](#)

### Rethinking Pay Equity: Overcoming the Impact of Prior Salary Information

This is the first article in our four-part series titled “Rethinking Pay Equity,” a special series of legal alerts aimed at providing practical guidance to help employers address the many new rules, regulations, and best practices around equal pay.

[Read full article ...](#)

### New York City, State Expand Protections for Transgender, Non-Binary, Gender Non-Conforming Workers

Protections for transgender, non-binary, and gender non-conforming employees in New York have been given a boost.

[Read full article ...](#)

### New Jersey Bills Would Give Consumers Control Over Their Personal Data Privacy

New Jersey has joined a growing list of states considering legislation on data privacy to promote transparency, accountability, and individual choice.

[Read full article ...](#)

### New York Labor Department No Longer Pursuing Call-In Pay Regulations

The New York State Department of Labor is no longer pursuing regulations on “call-in pay,” or predictive scheduling, that would affect most New York retail employers.

[Read full article ...](#)

©2019 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 950+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.

### Meet the Author



Mark S. Askanas

Principal  
San Francisco 415-394-9400  
Email

### Practices

Class Actions and Complex Litigation  
Privacy, Data and Cybersecurity  
Wage and Hour  
Workplace Training

### Services

Pay Equity

### Industries

Retail

---

©2022 Jackson Lewis P.C. All rights reserved. Attorney Advertising. Prior results do not guarantee a similar outcome. No client-lawyer relationship has been established by the posting or viewing of information on this website.

\*The National Operations Center serves as the firm's central administration hub and houses the firm's Facilities, Finance, Human Resources and Technology departments.