

Retail Industry Workplace Law Update – Summer 2019

By Mark S. Askanas

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Class Action Trends Report

Our quarterly report discusses new developments in class action litigation and offers strategic guidance and tactical tips on how to defend such claims. Our latest issue covers the following topics:

- Who gets notice of a collective action — and why it matters
- Arbitration agreements
- Considerations regarding whether to adopt or continue an arbitration program

[Read the Report ...](#)

Labor Board General Counsel's Review of Employer Work Rules a Mixed Bag

The National Labor Relations Board's General Counsel office has offered some guidance for employers whose work rules allegedly violated the National Labor Relations Act. It concluded that an employer's dress-code, confidential-information, and media-relations rules were lawful, but its cell-phone rule was unlawful.

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District of Columbia Marks Start of July with Paid Family Leave Taxes

The District of Columbia will begin collecting taxes from most of the District's private sector employers, including retailers, to fund a new Paid Family Leave benefit on July 1, 2019.

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Massachusetts Officially Amends Paid Family Leave Law; Announces Other Changes

Contributions under the Massachusetts Paid Family and Medical Leave Act will be collected beginning on October 1, 2019, rather than July 1, 2019. The state also announced a number of changes involving the contribution rate, notice requirement, plan exemptions, and the publication of the final regulations.

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Minnesota Adds Wage Payment, Recordkeeping Requirements; Criminalizes 'Wage Theft'

Minnesota has enacted detailed new recordkeeping requirements for employers, effective July 1, 2019, and wage theft protections for employees, effective August 1, 2019.

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Kentucky Adopts Pregnant Workers Act

Kentucky employers, including retail employers, must provide reasonable accommodations to employees who are limited due to pregnancy, childbirth, and related medical conditions, unless it would impose an undue hardship on the employer to do so, beginning June 27, 2019.

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