

Retail Industry Workplace Law Update – Fall 2019

By Mark S. Askanas

October 1, 2019

DOL Issues New Overtime Rule, Sets Minimum Annual Salary at \$35,568

The U.S. Department of Labor has issued a new Final Rule updating the minimum salary requirements for the “white collar” overtime exemptions. [Read full article ...](#)

California Supreme Court Rejects Claim for Unpaid Wages under PAGA

Putting an end to employees’ backdoor attempts to recover unpaid wages in Private Attorneys General Act-only actions under California Labor Code Section 558, the California Supreme Court has ruled against allowing such claims. [Read full article ...](#)

Change to Virginia Wage Payment Statements on the Horizon

Beginning January 1, 2020, employers in Virginia must provide paystubs to employees on “each regular pay date” under an amendment to the state law. [Read full article ...](#)

New York Revises Employment Protections for Domestic Violence Victims, Adds Accommodation Obligations

New York has amended its Human Rights Law to expand protection from employment discrimination for workers who are victims of domestic violence. [Read full article ...](#)

Puerto Rico Enacts Leave for Victims of Domestic Violence, Sexual Harassment and Assault

Employees in Puerto Rico may take up to 15 days of unpaid leave each calendar year to address situations related to domestic or gender-based violence, child abuse, sexual harassment in employment, sexual assault, lewd acts, or felony stalking under a new law. [Read full article ...](#)

Maryland’s New Employment Laws Going into Effect October 1

New Maryland laws include an amendment to the state anti-discrimination law, a leave entitlement for employees serving as organ or bone marrow donors, and a ban on non-compete agreements with low-wage earners. [Read full article ...](#)

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