

Retail Industry Workplace Law Update – Winter 2021

By Mark S. Askanas

January 4, 2021

Class Action Trends Report Fall 2020

In this issue, attorneys discuss some of the emerging trends and issues to look out for as we continue to navigate the challenges of COVID-19 and toward a new year.

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EEOC's Proposed Revision of its Guidance Manual on Religious Discrimination

The U.S. Equal Employment Opportunity Commission has announced that it is seeking public input on its updated Compliance Manual on Religious Discrimination, which has not been revised since July 2008.

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Florida Voters Approve \$15 Minimum Wage

Florida's minimum wage rate will increase gradually to \$15 an hour by September 30, 2026.

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Colorado Pay Transparency: More Guidance on Job, Promotional Posting Requirements Issued

Colorado's Equal Pay for Equal Work Act goes into effect on January 1, 2021, and applies to all entities with at least one employee in Colorado. Beginning January, employers in Colorado must (1) provide formal notice to Colorado employees of "promotional opportunities," which includes virtually every job movement, and (2) disclose pay rates or ranges in job postings for jobs that will be (or could be) worked in Colorado (including remote or "work anywhere" openings). For many companies, this means creating or revamping practices and procedures for making promotional decisions and processing internal position changes.

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Colorado Voters Approve Paid Medical and Family Leave Initiative

Colorado voters approved the Paid Medical and Family Leave (PMFL) Initiative, Proposition 118, creating a state-run paid family and medical leave insurance program in Colorado that allows employees to take up to 12 weeks of leave and keep their job. The program begins on January 1, 2024.

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New York City Bans Retailers From Refusing to Accept Cash

New York City has amended its Administrative Code to make it unlawful for retail establishments to refuse to accept payments in cash.

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Visit our [COVID-19 Resource Page](#) for information and guidance on COVID-19's workplace implications.

Please contact a Jackson Lewis attorney if you have any questions about these developments.

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Retail

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