

## Retail Industry Workplace Law Update – Fall 2021

By Mark S. Askanas

October 1, 2021

### After the Storm: Employers Obligations Following Natural Disasters

Hurricane Ida reportedly was the third most powerful storm on record to hit Louisiana. The full economic impact from hurricanes and other natural disasters may not be realized for months.

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### Labor Department Issues Tip Regulations Final Rule on Tip Sharing, Civil Monetary Penalties

The U.S. Department of Labor has issued a Final Rule under the Fair Labor Standards Act, addressing the conditions under which managers or supervisors may receive or share tips, including whether managers and supervisors who receive tips directly from customers may share those tips with others.

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### How to Handle Connecticut Family and Medical Leave Act Leave Periods Spanning Between 2021-2022

Amendments to the Connecticut Family and Medical Leave Act will go into effect on January 1, 2022, and employees will be entitled to 12 weeks of leave in a 12-month period, instead of the current 16 weeks of leave in a 24-month period.

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### Illinois Amended Victim's Economic Security and Safety Act for Greater Employee Protections

Illinois law has been amended to expand the list of reasons for which job-protected leave is available, among other provisions. The amendments will go into effect on January 1, 2022.

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### Maine Limits Employers from Requesting Criminal History of Applicants Pre-Offer

Maine's new "An Act Relating to Fair Chance in Employment" prohibits employers from requesting an applicant's criminal history on their initial employment applications beginning October 18, 2021.

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### Missouri Law Requires Employers to Provide Leave to Victims of Domestic or Sexual Violence

Missouri employers with at least 20 employees will be obligated to provide leave to victims of domestic or sexual violence under the Victims Economic Safety and Security Act (VESSA). VESSA also requires employers to provide employees notice of the new law no later than October 27, 2021.

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### Puerto Rico Adopts Minimum Wage Act

Citing factors such as inflation, population deceleration, migration, and the long-term economic effects of Hurricane Maria and the COVID-19 pandemic, Governor Pedro Pierluisi has sign into law the "Puerto Rico Minimum Wage Act."

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

### Meet the Author



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