

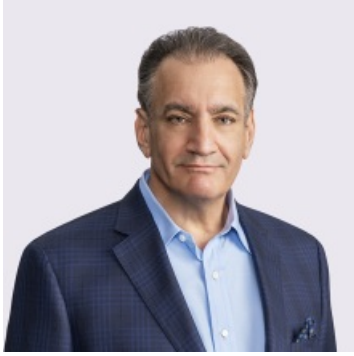
Newsletter

# **Retail Industry Workplace Law Update – Spring 2021**

By Mark S. Askanas

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## Meet the Authors



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### COVID-19 Pandemic New Year: What Employers Should Know

The country begins the second year of the COVID-19 pandemic with optimism because of three Emergency Use Authorization vaccines and President Joe Biden's direction that all states make all adults eligible for vaccination by May 1, 2021. As more workers return to work in person, there are key considerations for employers in the coming months.

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### OSHA Publishes New National Emphasis Program Targeting COVID-19 Enforcement

The Occupational Safety and Health Administration has published a new National Emphasis Program focusing on SARS-CoV-2 (COVID-19). The NEP will remain in effect until March 12, 2022.

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### Patchwork of Pay Transparency Laws Continues to Evolve

State legislatures continue to pass laws designed to enhance pay equity and transparency, with the laws of California and Colorado effective in 2021.

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### New Connecticut CROWN Act Bans Natural Hair Discrimination in the Workplace

Connecticut has joined the growing list of states that prohibit discrimination on the basis of traits historically associated with race, including hair. On March 10, 2021, Connecticut adopted legislation to ban natural hair discrimination in the workplace.

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### Illinois Regulates Use of Criminal Records in Employment Decisions

Illinois has enacted new limitations and procedural obligations on the use of criminal conviction records in employment decisions.

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### Philadelphia Predictability Pay Requirement to be Enforced Beginning June 1

Starting June 1, 2021, the Philadelphia Office of Worker Protections will begin enforcement of predictability pay as part of the Philadelphia Fair Week Work Ordinance.

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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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