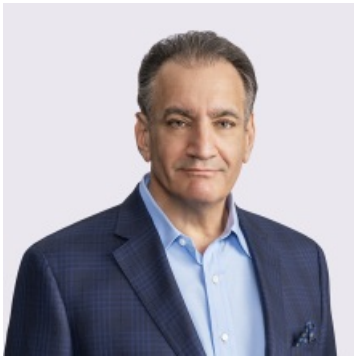


Retail Industry Workplace Law Update – Spring 2022

By Mark S. Askanas

April 1, 2022

Meet the Authors



Mark S. Askanas

Principal
(415) 394-9400
Mark.Askanas@jacksonlewis.com

Related Services

Alternative Dispute Resolution
Class Actions and Complex
Litigation
Disability, Leave and Health
Management
Privacy, Data and Cybersecurity
Retail
Sexual Harassment
Wage and Hour

Class Action Trends Report

Jackson Lewis attorneys look back at class action developments in 2021, including COVID-19 vaccine mandate litigation, significant procedural decisions, wage and hour suits, and the continuing rise of cases brought under the California Private Attorneys General Act and Illinois Biometric Information Privacy Act, among other litigation trends.

[Read full report ...](#)

Store Sampler Representatives Are Exempt Outside Salespersons, First Circuit Holds

Who doesn't like free samples when shopping? But are the representatives providing those samples actually "selling" them so that they are exempt from overtime under the Fair Labor Standards Act as outside salespersons? Yes, according to the U.S. Court of Appeals for the First Circuit.

[Read full article ...](#)

President Biden Signs Law Limiting Arbitration Agreements for Sexual Assault, Harassment Claims

President Joe Biden has signed a law that limits the use of predispute arbitration agreements and class action waivers covering sexual assault and sexual harassment claims.

[Read full article ...](#)

Jump in Facial and Voice Recognition Raises Privacy, Cybersecurity, Civil Liberty Concerns

Facial recognition, voiceprint, and other biometric-related technology are booming, and they continue to infiltrate different facets of everyday life. The technology brings countless potential benefits, as well as significant data privacy and cybersecurity risks.

[Read full article ...](#)

Indiana's New Procedure Regulating the Employment of Minors Now Fully Operational

Indiana companies employing minors should review Indiana's updated statutory procedure making them responsible for registering the employee with the state, among other obligations.

[Read full article ...](#)

Washington Wage and Hour Developments for Q1 2022

Various updates and adjustments to Washington's wage and hour and related reporting laws have been passed by the legislature.

[Read full article ...](#)

New York City Issues Guidance on Requirement to Disclose Salary Ranges in Advertisements

The New York City Commission on Human Rights published guidance for the recently enacted Local Law 32 of 2022, which requires salary transparency in job advertisements, effective May 15, 2022.

[Read full article ...](#)

Amount of Paid Leave Dramatically Increased Under D.C. Universal Paid Leave Law

Due to a surplus in the District of Columbia's Universal Paid Leave Fund, the number of weeks of paid leave available to D.C. workers under D.C.'s Universal Paid Leave Act will significantly increase on July 1, 2022.

[Read full article ...](#)

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

©2022 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on labor and employment law since 1958, Jackson Lewis P.C.'s 1000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged, stable and diverse, and share our clients' goals to emphasize inclusivity and respect for the contribution of every employee. For more information, visit <https://www.jacksonlewis.com>.