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# Preventive Strategies Workplace Law News



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## Top Story

### **Rethinking Pay Equity: Should Employers Publish Information About Pay?**

This article focuses on the increasing pressures on employers to publicly address pay equity and the issues to be considered in deciding whether to go public about pay.

[Read full article](#) ►

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## **Affirmative Action Compliance and OFCCP Defense**

### **OFCCP Releases Corporate Scheduling Announcement List, Audits Coming Soon**

The Office of Federal Contract Compliance Programs has publicly released its first Corporate Scheduling Announcement List of 2019. [Read full article](#) ►

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## **Alternative Dispute Resolution**

## **New Kentucky Law: Employers May Make Arbitration Mandatory as Condition of Employment or Continued Employment**

The right of Kentucky employers to require arbitration as a condition of employment and continued employment has been restored by Senate Bill 7, signed by Governor Matt Bevin.

[Read full article ►](#)

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## **Collegiate and Professional Sports**

### **Embrace the (March) Madness at Your Workplace**

With the arrival of spring comes March Madness as the top men's and women's college basketball programs compete for the national championship. [Read full article ►](#)

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## **Corporate Diversity Counseling**

### **March 31 is International Transgender Day of Visibility**

Gender identity, transgender status, gender non-conformance, and workplace gender transitions are timely topics. [Read full article ►](#)

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## **Disability, Leave and Health Management**

### **Massachusetts Department of Family and Medical Leave Publishes Draft Paid Family Leave Regulations**

The Massachusetts Department of Family and Medical Leave has published updated draft regulations implementing the Massachusetts Paid Family and Medical Leave Law (PFMLA) that, in many respects, substantially change or add to the initial draft regulations published in January 2019. [Read full article ►](#)

### **Massachusetts Releases Paid Family and Medical Leave Employer Guide, Workplace Poster**

The Massachusetts Department of Family and Medical Leave has released a new guide for employers on the Massachusetts Paid Family and Medical Leave Act. [Read full article ►](#)

## **New York City Releases FAQs, Additional Guidance on Lactation Room Law**

The New York City Commission on Human Rights has released Frequently Asked Questions and other guidance for the City's lactation room law. [Read full article ►](#)

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## **Drug Testing and Substance Abuse Management**

### ***Blog | Possession of Medical Marijuana Card Alone Does Not Prove Marijuana Use, Court Holds***

A federal appeals court refused to dismiss a medical marijuana-using applicant's disability discrimination claim because he did not state that he actually used marijuana at his interview — even though he provided a copy of his medical marijuana card.

[Read full blog post ►](#)

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## **Employee Benefits**

### ***Blog | Pension Plans Offering Lump Sum Payouts to Retirees Currently Receiving Payments***

Over the past several years, sponsors of defined benefit pension plans have examined and implemented ways to reduce their pension liabilities. [Read full blog post ►](#)

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## **General Employment Litigation**

### ***U.S. Supreme Court Hears Oral Argument on Agency-Deference Doctrine***

Should courts defer to agency reasonable interpretations of their own regulations, even if a court believes another reading of a regulation is the better reading?

[Read full article ►](#)

### ***New Jersey Prohibits Enforcement of Non-Disclosure Provisions in Settlement Agreements, Other Contracts***

A sweeping amendment to the New Jersey Law Against Discrimination bars enforcement of non-disclosure provisions in settlement agreements and employment contracts, and prohibits waiver of substantive and procedural rights under the statute.

[Read full article ►](#)

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## Immigration

### **U.S. Supreme Court to Decide If Immigration Law Preempts State Law Prosecution**

Does the Immigration Reform and Control Act preempt states from using information in Form I-9 to prosecute a person under state law? [Read full article ►](#)

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## Pay Equity

### **Rethinking Pay Equity: Common Explanations for Pay Difference**

This article focuses on some of the most common causes of pay differences and how successful the common explanations for the differences are likely to be in the new equal pay landscape. [Read full article ►](#)

### **Rethinking Pay Equity: Who is ‘Comparable’ for Pay Equity Purposes?**

This article focuses on identifying “who” will be compared for purposes of pay equity under federal and state fair pay laws. [Read full article ►](#)

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## Wage and Hour

### **Maryland Approves Minimum Wage Increase to \$15 an Hour**

Maryland has become the sixth state in the nation to adopt a minimum wage of \$15.00 per hour. [Read full article ►](#)

### **New York High Court Upholds Interpretation of ‘Live-In’ Home Health Employee Rule**

The New York Department of Labor’s longstanding interpretation of its wage order as applied to the work hours of non-residential employees performing 24-hour (“sleep-in” or “live-in”) shifts has been upheld. [Read full article ►](#)

## Newsletter

Retail Industry Workplace Law Update – Spring 2019  
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## Blogs

Don’t forget to check out and sign up for our blogs — another way Jackson Lewis helps you to stay informed about workplace law developments.  
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## Webinars

Washington Paid Family and Medical Leave Law: What Employers Need to Know  
[Watch recording ►](#)

Contractually Speaking: Surviving an OFCCP Audit  
[Watch recording ►](#)



Leave & Accommodation Developments for New York Employers

[Watch recording ►](#)

Primer for Managing Marijuana-Related Challenges in Construction Industry

[Watch recording ►](#)

## News

Three Jackson Lewis Attorneys Named 2019 Client Service All-Stars

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