

Top 5 Compliance Challenges Retailers Face Today

Compliance is a challenge, especially for retailers! With hundreds of stores, it is hard to keep track of federal, state, county and city labor laws.



Scheduling

Many laws have been put in place to combat the use of on-call and non-predictive scheduling practices. Already in 2018, 15-plus states, counties and cities have pending legislation surrounding predictive scheduling. Also, New York City and Oregon joined the growing list of jurisdictions with scheduling laws in early 2018, setting an example for other large jurisdictions. Looking ahead, we expect this increase in scheduling laws to continue.



Labor Law Posters

In retail, location managers are busy managing staff, handling inventory and providing superb customer service. They do not have time to focus on whether they have outdated posters hanging on the wall or if they need retail specific postings to maintain compliance. As a result, retailers discover the shipments are delivered, but the labor law poster isn't hung on the wall. The poster ends up sitting in the back, leaving the location at risk for non-compliance.



Paid Leave

In 2017, 150 state paid leave bills were introduced, and eight laws were enacted. With this increased action, retailers are finding that a general, overarching program will not solve their problems, as very few of these laws contain the same provisions. So, even if you feel you have a solid understanding of paid leave management, it's likely you'll have to apply varying paid leave requirements to different groups of employees in each location.



Minimum Wage

Sounds like an easy job, right? Well, it's not! Because of the hundreds of ever-changing laws surrounding minimum wage rates, not to mention the respective postings, retailers struggle to find a simple way to manage them. They are finding stores within miles of each other, which based on their jurisdiction, have different minimum wage rates. Some employers choose a one-size-fits-all approach to manage these, but others do not, as they cannot afford the extra spending. Which one fits your company's compliance strategy best?



Notices

Having hundreds of locations makes it difficult for retailers to communicate labor law changes in a timely and efficient manner. In addition, some laws only require employers to provide notice to employees, the types of which may include displaying a labor law poster on the wall. So, while employers may meet the notice requirement with a posting displayed, the posting itself is not required.

How do you know which type of notice to communicate to your employees. Refer to the details of the specific law, along with the accepted notice types.