

Legal Trends - Updates

With the waning days of summer upon us, we thought it would be helpful to provide updates to previous *Legal Trends* reports.

Employer Use of Salary History

In the **May 2017** edition of *NOVAnews*, we reported on the trend of limiting or outright prohibiting employers from requesting a candidate's salary history. We discussed recent legislation in Massachusetts, California and New York City, among others.

Since that time, three other jurisdictions have joined in. Oregon passed a law on June 1 restricting questions on salary history. That law goes into effect in 2019. Delaware passed a similar law on June 14, which becomes effective on December 6, 2017. Finally, the City of San Francisco passed an ordinance on July 19 prohibiting employers from asking about an applicant's previous salary.

Massachusetts Pregnant Workers Fairness Act Signed Into Law

In the **June 2017** edition of *NOVAnews*, we addressed pending legislation in Massachusetts that would include pregnancy as a protected workplace class as well as require certain reasonable accommodations for pregnancy and related conditions. Governor Baker (R) signed the legislation into law on July 27, 2017, and it becomes effective on April 1, 2018.

Connecticut Act Concerning Pregnant Women in the Workplace Signed into Law

Also in the **June 2017** edition of *NOVAnews*, we reported on the Connecticut Legislature's passage of a bill that similarly would require employers to provide reasonable accommodations to pregnant workers. Governor Malloy (D) signed the bill into law on July 6, 2017, and it goes into effect on October 1, 2017.

San Francisco's Lactation Law Passed

Finally, on July 30, 2017, the Mayor of San Francisco signed the Lactation in the Workplace Ordinance, which requires employers to provide employees with both breaks and an equipped lactation room. The new ordinance, which broadens employee's similar obligations under the Fair Labor Standards Act, takes effect on January 1, 2018.



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