

**Hunton Employment  
& Labor Perspectives Blog**

Hunton & Williams LLP  
February 2015

## HUNTON EMPLOYMENT & LABOR PERSPECTIVES™

HELP / ANALYSIS & DEVELOPMENT IN EMPLOYMENT & LABOR ISSUES

This Client Alert is a monthly update on labor and employment developments as posted on [Hunton & Williams' Employment & Labor Perspectives Blog](#). If you would like to receive email alerts when new posts are published, please visit our blog and enter your email address in the subscribe field.

Recent posts on the **Hunton Employment & Labor Perspectives** Blog include:

- [Dodging Organized Labor's One-Two Punch: How to Avoid a Knockout in April](#)
- [Supreme Court Case Foreshadows Texas Attorney General Attacks on Disparate Impact Analysis](#)
- [Hawaii Supreme Court Weighs In On Whether Criminal Conviction is Related to Radiological Technician Position](#)
- [San Francisco Passes "Retail Workers Bill of Rights"](#)

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### Dodging Organized Labor's One-Two Punch: How to Avoid a Knockout in April

February 27, 2015

Please join Hunton & Williams LLP for a complimentary webinar on Thursday, March 12, 2015

2:00 pm ET – 3:30 pm ET

Program will cover the following:

- NLRB's "Quickie Election" rules that will go into effect in April 2015
- The controversial "micro" bargaining unit rules that make it easier for a union to get its foot in the door
- Practical things you can do NOW to foster a union free environment
- Important steps to best posture your organization in the event of a union campaign.

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February 25, 2015

The U.S. Supreme Court is considering a case that could have important implications to disparate impact analysis, including on criminal background checks. The case also foreshadows further challenges from the Texas Attorney General to aggressive positions taken by federal enforcement agencies in regard to disparate impact. The case is *Texas Department of Housing & Community Affairs, et al., v. The Inclusive Communities Project, Inc.*, Case No. 13-1371, and is being argued by the Texas Attorney General.

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## Hawaii Supreme Court Weighs In On Whether Criminal Conviction is Related to Radiological Technician Position

February 18, 2015

### “Ban the Box” Laws

At least thirteen states, the District of Columbia, and almost 100 cities and counties have passed so-called “ban the box” laws, which restrict the scope of permissible investigations into job applicants’ criminal history, and, in some cases, the timing of such inquiries.

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## San Francisco Passes "Retail Workers Bill of Rights"

February 2, 2015

The San Francisco Board of Supervisors recently enacted [two ordinances](#) – which are being called the “Retail Workers Bill of Rights” – that provide extensive new protections to employees of “formula retail establishments” in San Francisco. The new ordinances regulate how covered employers manage their workers’ schedules and impose additional financial and administrative burdens on those employers.

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