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PRACTICES

Employment

Will "Suitable Seating" Collective Actions Hit Your Industry

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Lara Shortz's article, "Will 'Suitable Seating' Collective Actions Hit Your Industry?," was published in the February 2014 issue of the *Los Angeles Advertising Human Resources Professionals Newsletter*.

From the article...

"California's Industrial Welfare Commission Wage Orders specify that employers must provide "suitable seating" to employees where "the nature of the work reasonably permits the use of seats." The law was originally intended to address concerns regarding adequate seating on production lines with heavy machinery, but it has recently seen a rash of collective actions by plaintiffs' attorneys. Banks, pharmacies, retailers and grocery stores have all been sued based on alleged violations of this provision in the Wage Orders."

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