

Capabilities

RETAIL

Retail moves fast, and managing a large, diverse workforce across stores and distribution centers brings major compliance and litigation risks. From wage and hour rules to scheduling laws, union activity, and lawsuits, retailers need practical guidance to stay compliant and protect the bottom line.

How we can help:

- Understanding the retail industry and the unique employment law issues you face
- Multistate Policy & Workforce Guidance
- Union avoidance training and action plans
- Loss prevention strategies and guidance

Retail Employers Face Unique Challenges. We Help Them Solve Them.

Retail moves fast. Whether you operate a boutique, a big-box store, or a nationwide chain, your workforce is your biggest asset – but mismanaging your workers can turn into your greatest liability. And you face countless hurdles, from unpredictable scheduling laws and complex wage rules to high-stakes employment lawsuits and labor organizing efforts. These challenges extend across your entire operation – from the retail floor to your distribution centers. When these and other workforce issues arise, they don't just cause distractions – they threaten your bottom line.

That's where we come in.

The Fisher Phillips Retail Industry Team partners with retailers nationwide to prevent costly labor issues before they start – and fight aggressively when disputes arise.

We provide the practical, business-focused counsel you need to stay compliant, reduce risk, and keep your workforce productive – whether in-store or in the supply chain.

How We Help Retailers Stay Compliant and Profitable

Fighting Employee Lawsuits – And Winning

Retailers are prime targets for employee lawsuits. Whether you're facing wrongful termination claims, wage and hour disputes, or allegations of discrimination or harassment, our attorneys know how to shut down litigation before it escalates. We've defended retailers in high-stakes cases nationwide and developed aggressive strategies to keep these claims from damaging your business.

Wage and Hour Compliance Means Avoiding the Next Class Action

Retailers are prime targets for wage and hour lawsuits – especially large-scale class actions. As states and local governments tighten their grip on employee scheduling, overtime, and pay practices, compliance is getting more complex by the day. We help retailers stay ahead of risk by auditing pay policies, ensuring compliance with ever-changing laws, and preparing strong defenses against class and collective actions.

Operating in Multiple States? Don't Get Tripped Up by Local Laws

Having stores across multiple states means navigating a patchwork of employment laws that can vary dramatically. From predictive scheduling mandates to local sick leave ordinances, we help retailers ensure smooth expansions by aligning policies with state-specific compliance requirements before problems arise.

Boosting Productivity While Avoiding Unionization Efforts

A positive workplace culture doesn't just improve morale – it reduces legal risks and makes it harder for outside forces to disrupt operations. We help retailers engage employees, improve manager training, and build environments resistant to third-party interference.

Retail Supervisor Training That Actually Works

Retail managers are often promoted from within, but leadership and compliance don't come naturally. We train managers on real-world scenarios, from handling workplace conflicts to recognizing compliance red flags before they escalate. Our programs equip retail supervisors to lead effectively without turning them into employment lawyers.

Your Retail Workforce is Your Business. We Help You Protect It.

From frontline managers to C-suite leadership, we partner with retailers of all sizes to develop smart employment strategies, maintain compliance, and defend against legal challenges. Whether you need proactive counsel or aggressive litigation defense, Fisher Phillips is your trusted retail industry partner.

KEY CONTACTS



Brian Balonick

Regional Managing Partner

Pittsburgh 412.822.6633



Frank F. Martinez

Partner

New York 212.899.9966

INSIGHTS

Insights

Feb 11, 2026

California Takes Aim at Surveillance Pricing: 4 Steps for Data-Driven Businesses to Prepare

Event

Feb 4, 2026

Essential Legal Issues Retail Employers Must Navigate in 2026

Insights

Jan 15, 2026

Labor Department Clarifies Overtime, Medical Leave Questions in New Opinion Letters: What Employers Need to Know

Insights

Jan 14, 2026

This Flu Season Will Get Worse Before it Gets Better: 5 Steps for Employers

Insights

Jan 8, 2026

Employer Checklist for January 2026

Insights

Jan 5, 2026

The Top 7 AI-Generated Retail Scams You Need to Worry About in 2026