

The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our employees.

MONTGOMERY COUNTY EMPLOYERS MUST COMPLY WITH NEW BAN THE BOX LAW BY JAN. 1

Montgomery County's new "ban the box" law goes into effect on January 1, 2015, and does far more than simply banning the box. The law, which was enacted by the Montgomery County Council on October 28, 2014, will place significant limitations on how most employers in the County may inquire about, and use, information related to an applicant's criminal history.

D.C. ENACTS NEW "BAN THE BOX" LEGISLATION

On July 14, 2014, the District of Columbia took another step towards limiting an employer's ability to inquire into the criminal history of job applicants as part of the nationwide "ban the box" movement.

BACKGROUND CHECKS UNDER SCRUTINY BY STATE LEGISLATORS

Most employers are well aware that conducting background checks on prospective employees is tricky business, particularly under the Fair Credit Reporting Act (FCRA). And it may get even trickier in Maryland if the state legislature passes the Job and Financial Privacy Protection Act, which was recently introduced in the Senate as SB 110, or HB 175, the House's version of the same bill.