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Election Year Labor and Employment Law Considerations for Private Employers

Few would dispute that the 2016 election season has been one of the odder elections in recent memory.

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The choices available to Maryland growers for chemical tools (herbicides, insecticides, fungicides) to protect their crops, orchards, vineyards, nurseries, gardens, turf and timber have shifted and narrowed dramatically over the past decade, and the changes keep on coming.

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Stand Alone HRAs, Employer Payment Plans and the ACA's Most Overlooked Employer Penalty

Employers that currently sponsor employer payment plans or standalone health reimbursement agreements, which likely violate the Patient Protection and Affordable Care Act (ACA), are running the risk of being liable for an excise tax of \$100 per day, per plan participant.

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June 1, 2015

Local Jurisdictions are Beating the Drum to "Ban the Box"

On January 1, 2015 and January 3, 2015, respectively, Montgomery County and Prince George's County became the second and third jurisdictions in Maryland (in addition to Baltimore City) to have laws restricting when and how a private employer can inquire about, and use, information related to a job applicant's criminal history.

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