

# 2015-2016 Employment Law Update for Maryland, Virginia and the District of Columbia

Jim Hammerschmidt and Jeff Hord were featured presenters at the Montgomery County Society for Human Resource Management monthly meeting on May 18, 2016.

Their presentation, "2015-2016 Employment Law Update for Maryland, Virginia and the District of Columbia," took a tour of the key cases from state and federal cases that most impact the day-to-day lives of Human Resource Professionals. It also included an update on important legislation. The session helped human resources professionals stay abreast of the latest legal developments and the practical impact that such developments have on the workplace. Topics covered included:

## **Maryland Legislation**

- Montgomery County Sick & Safe Leave Act – Effective October 1, 2016
- Equal Pay for Equal Work – Effective October 1, 2016
- Members of National Guard – Employment & Reemployment Rights – Enforcement – Effective October 1, 2016
- Hiring & Promotion Preferences for Veterans & Their Spouses – Effective October 1, 2016
- Task Force to Study Family & Medical Leave Insurance – Effective June 1, 2016 through June 30, 2018
- Equal Pay Commission – Effective June 1, 2016

## **District of Columbia Legislation**

- Transportation Benefits – Effective December 17, 2014 but must be implemented no later than January 1, 2016
- Restriction on Pre-Employment Marijuana Testing – Effective July 22, 2015
- Amendments to the Wage Theft Prevention Act
- Minimum Wage Increase – Effective July 1, 2016

## **Virginia Legislation**

- Protection of Employee's Social Media Information – Effective July 1, 2015
- New Policies Directives from the Dept. of Labor & Industry
  - Individual Liability for Wage Claims Policy – April 6, 2015
  - Policy on Requesting Records in Wage Claim Investigations – May 2, 2016 (Effective June 1, 2016)

Jim Hammerschmidt, Co-Chair of the firm's Employment Law group and member of its Litigation and Appellate practices, has presented to a variety of organizations on numerous employment law topics. Jeff Hord is an Associate in the firm's Employment Law and Litigation practice groups.

