

2021 US Labor & Employment Webinar Week
Insights and Compliance Strategies for a New World

February 1 – 4, 2021

The background features a dark blue and purple gradient with a city skyline at the bottom. Overlaid on this are several white and light blue circular icons containing human silhouettes, connected by a network of white lines. A white outline of the state of Virginia is visible on the left side. In the top right corner, there is a cluster of white hexagons. The Squire Patton Boggs logo is positioned in the upper right quadrant.

SQUIRE
PATTON BOGGS

Other States Breakout Session: State Law Roundup

February 4, 2020

squirepattonboggs.com
employmentlawworldview.com

Presenters



Ariel Cohen

Associate, Columbus

T +1 614 365 2774

E ariel.cohen@squirepb.com



Shennan Harris

Associate, Columbus

T +1 614 365 2791

E shennan.harris@squirepb.com

Agenda

Pre-Employment Screening

Discrimination & Harassment

Leave Laws

Other State/Local Laws

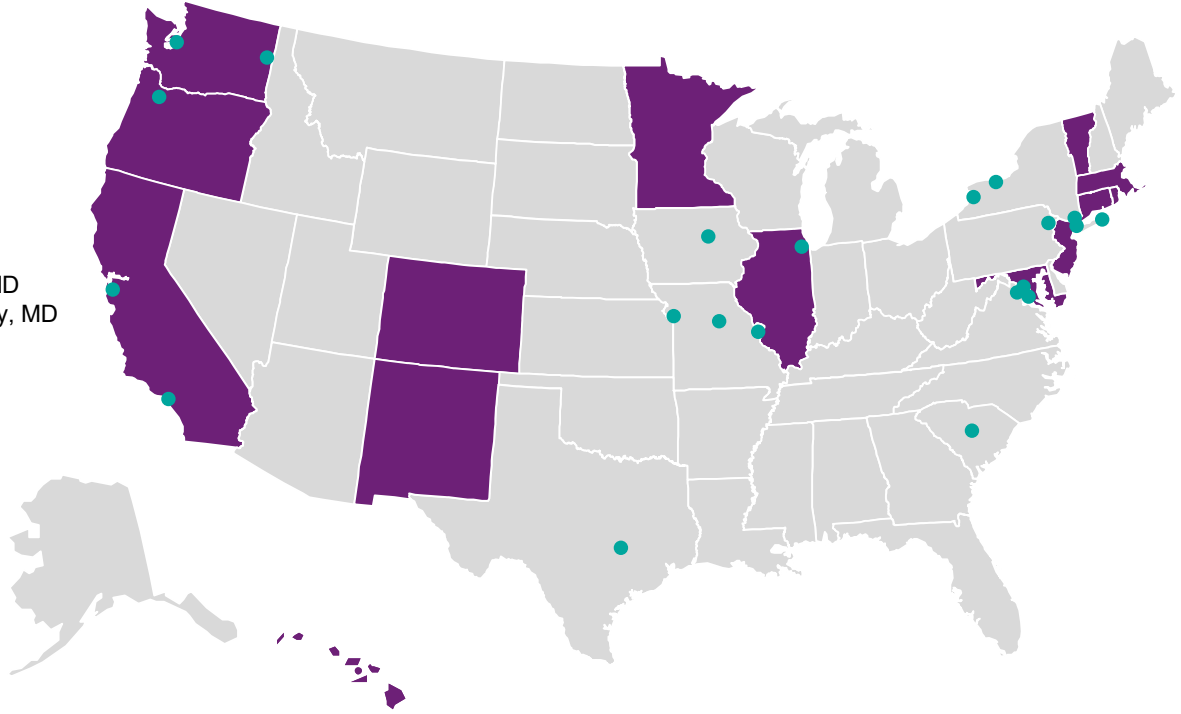
A woman with dark hair and glasses is looking intently at a futuristic digital interface. The interface is composed of several overlapping panels displaying various data visualizations, including a world map with glowing nodes, bar charts, line graphs, and circular gauges. The background is dark with bokeh light effects. A teal rectangular box is overlaid on the right side of the image, containing the text 'Pre-Employment Screening' in white.

Pre-Employment Screening

Jurisdictions with Background Check Laws

- States**
- New** California
- Colorado**
- Connecticut
- District of Columbia
- Hawaii
- Illinois
- New** **Maryland**
- Massachusetts
- Minnesota
- New Jersey
- New Mexico
- Oregon
- Rhode Island
- Vermont
- Washington

- Cities / Counties**
- Los Angeles, CA
- San Francisco
- Waterloo, IA** **New**
- Chicago, IL
- Cook County, IL
- Waterloo, IA
- Baltimore, MD
- Montgomery County, MD
- Prince George's County, MD
- Columbia, MO
- Kansas City, MO
- St. Louis, MO** **New**
- Buffalo, NY
- New York, NY
- Rochester, NY
- Suffolk CO, NY
- Westchester CO, NY
- Portland, OR
- Philadelphia, PA
- Columbia, SC
- Austin, TX
- Seattle, WA
- Spokane, WA



Salary Disclosure Laws

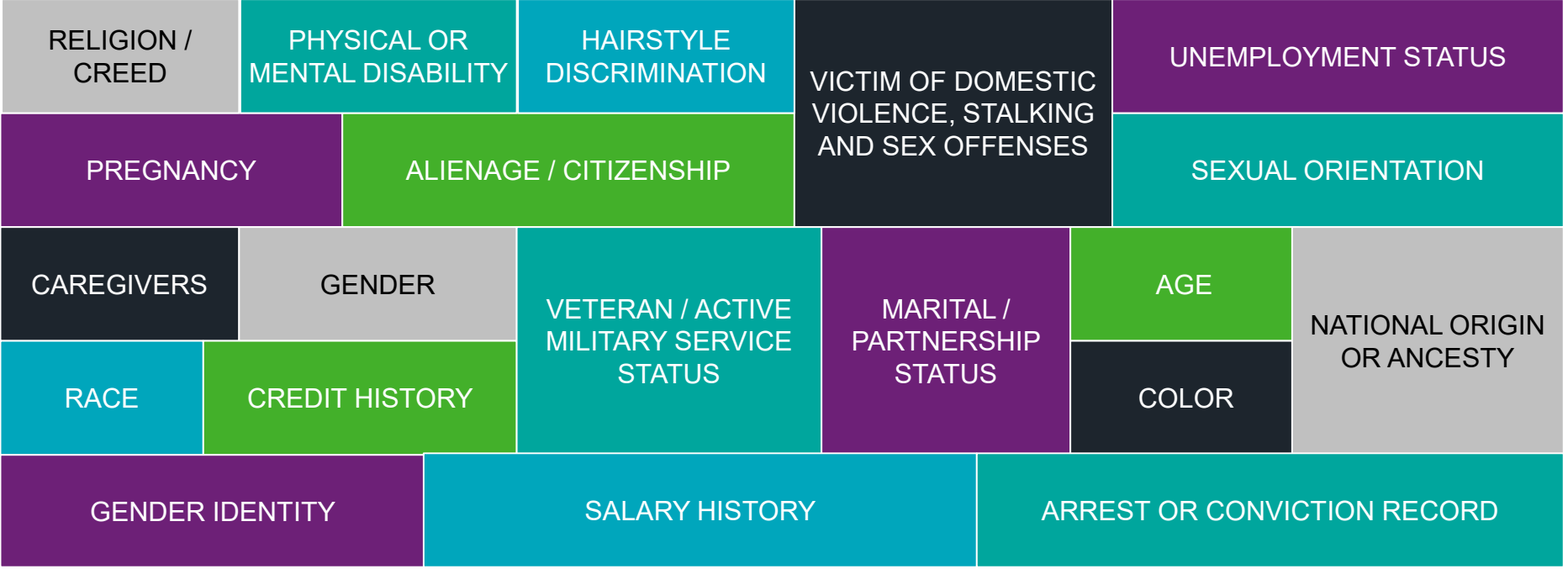
- Colorado Equal Pay for Equal Work Act
- California Pay Data Reporting
- Maryland Salary History





Discrimination & Harassment

Protected Categories



Anti-Harassment Regulations



Connecticut



Illinois



Washington
DC

The background is a grayscale, close-up photograph of a dictionary page. The word "legislation" is printed in a large, bold, serif font and is the central focus of the image. Other words like "about", "action", and "legislative" are visible but blurred. A solid teal rectangle is overlaid on the right side of the image, containing the text "Leave Laws" in white.

Leave Laws

Paid Family and/or Medical Leave

WASHINGTON

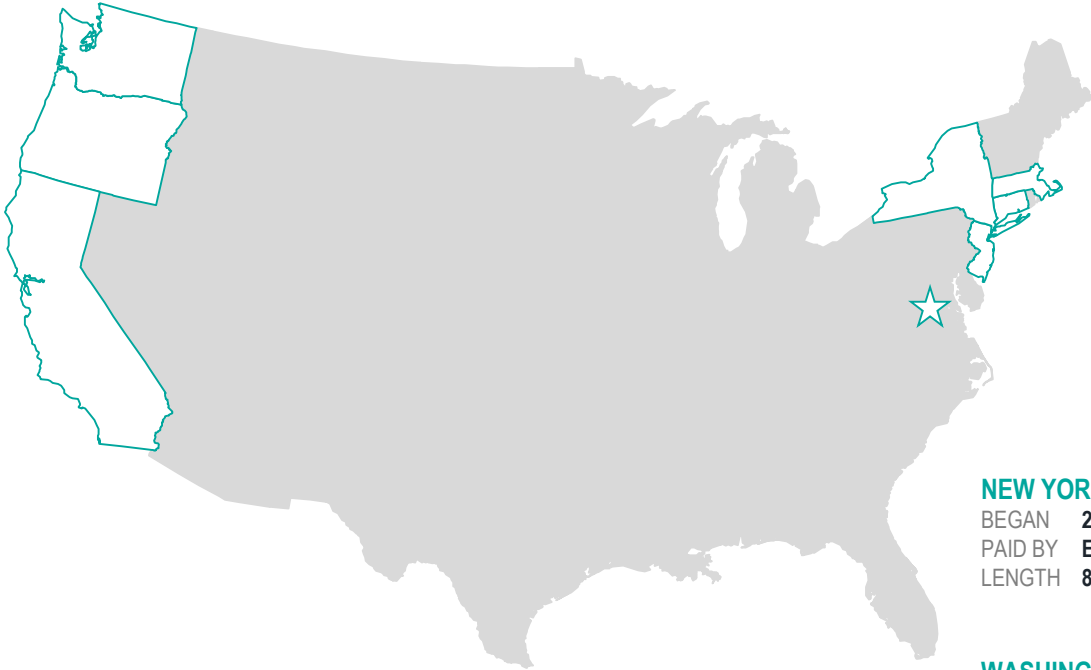
BEGAN 2020
PAID BY Employee-employer
LENGTH 12 weeks*

OREGON

BEGAN 2023
PAID BY Employee-employer
LENGTH 12 weeks*

CALIFORNIA

BEGAN 2004
PAID BY Employee Only
LENGTH 8 weeks



MASSACHUSETTS

BEGAN 2021
PAID BY Employee-Employer
LENGTH 12 weeks

CONNECTICUT

BEGAN 2022
PAID BY Employee Only
LENGTH 12 weeks*

RHODE ISLAND

BEGAN 2014
PAID BY Employee Only
LENGTH 4 weeks

NEW YORK

BEGAN 2018
PAID BY Employee Only
LENGTH 8 weeks

WASHINGTON DC

BEGAN 2020
PAID BY Employer Only
LENGTH 8 weeks

NEW JERSEY

BEGAN 2009
PAID BY Employee-employer
LENGTH 6 weeks

*Can be longer in certain circumstances

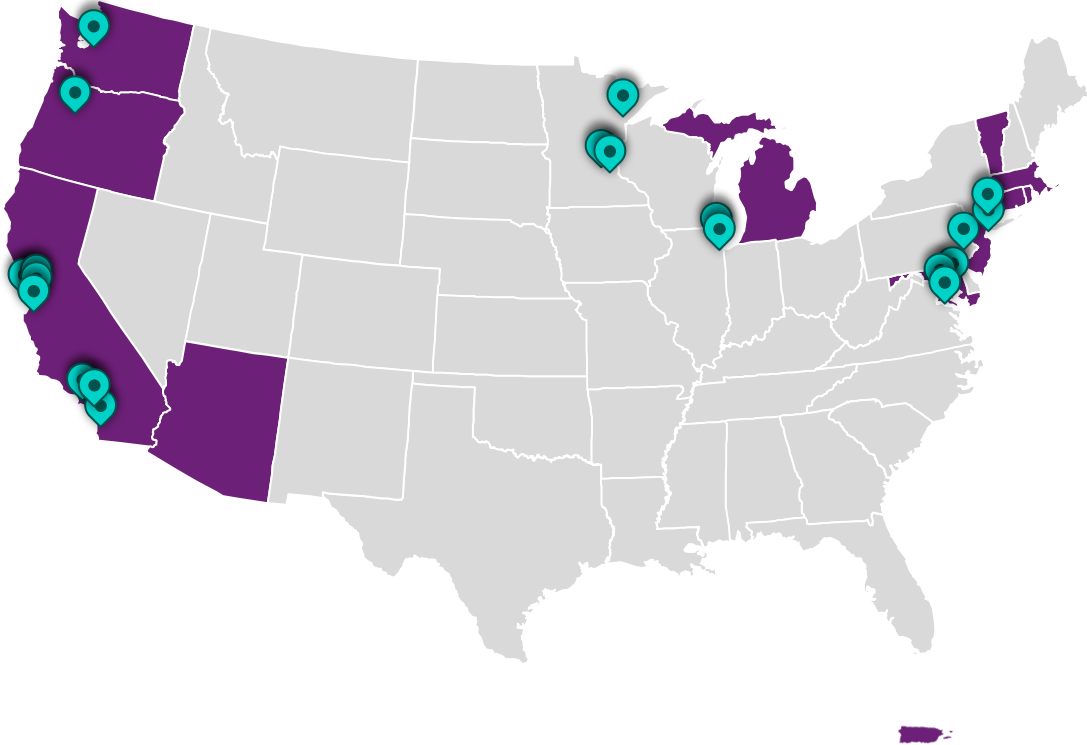
Paid Sick Leave

States

- Arizona
- California
- Connecticut
- Maryland
- Massachusetts
- New Jersey
- Nevada
- Oregon
- Rhode Island
- Vermont
- Washington

Territories

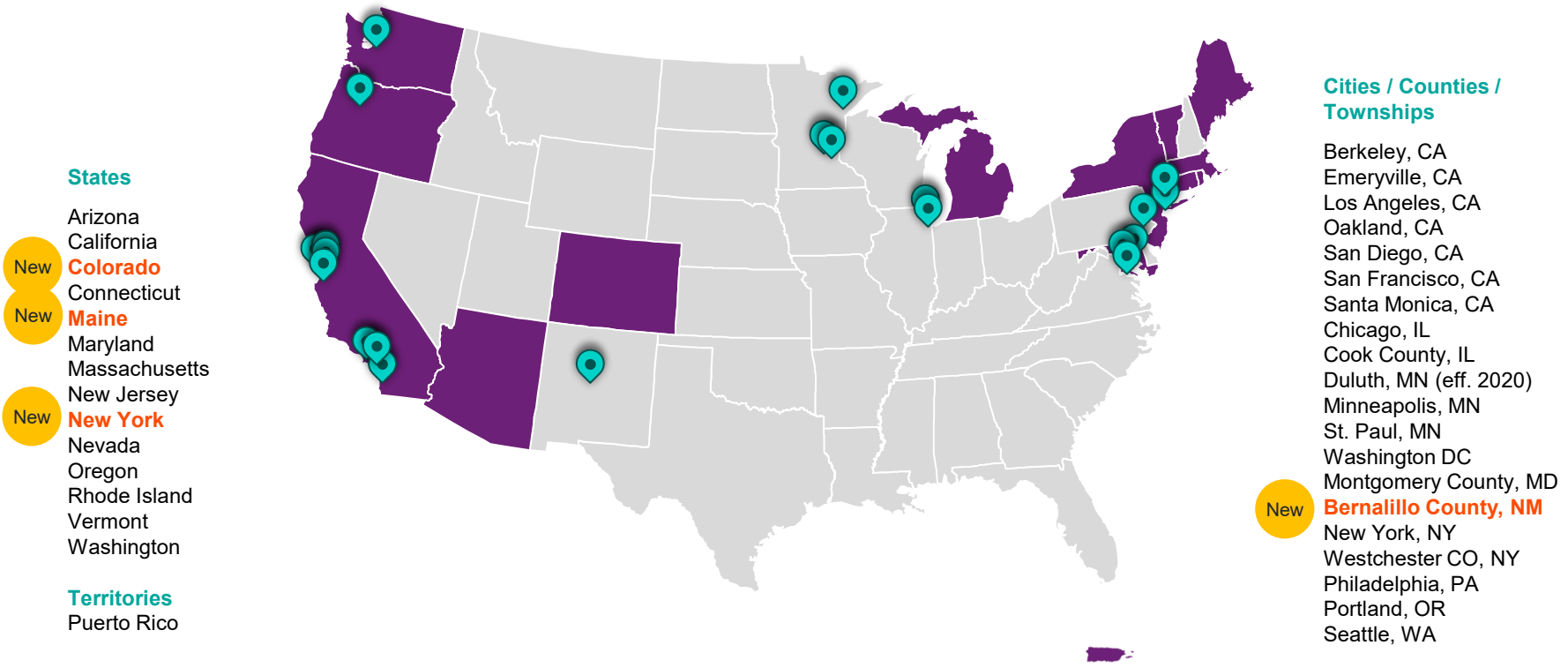
- Puerto Rico



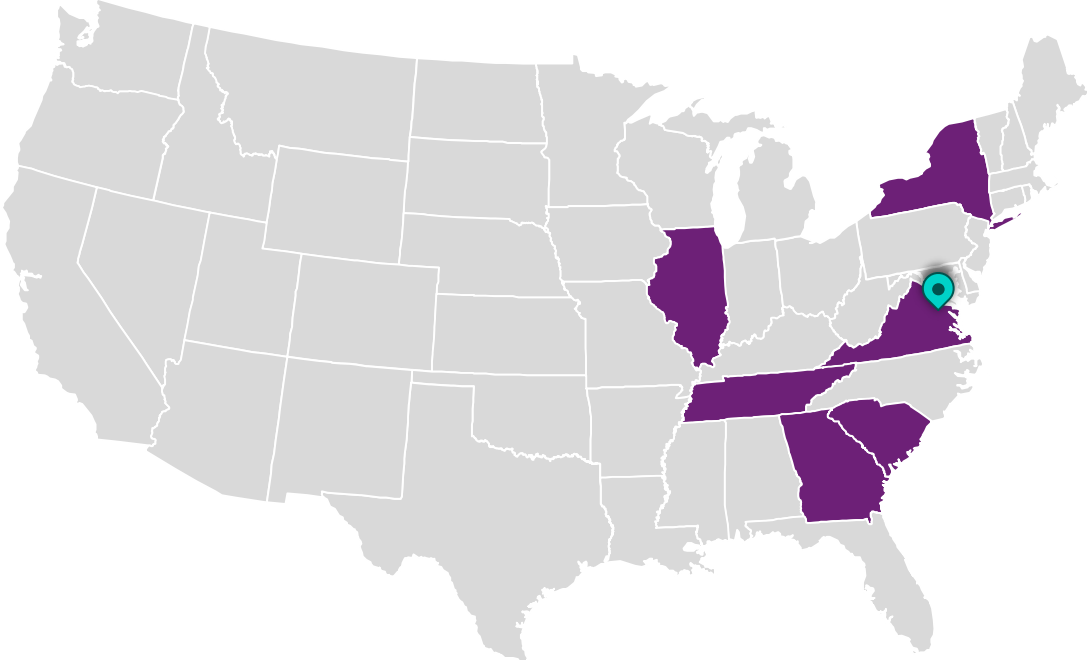
Cities / Counties / Townships

- Berkeley, CA
- Emeryville, CA
- Los Angeles, CA
- Oakland, CA
- San Diego, CA
- San Francisco, CA
- Santa Monica, CA
- Chicago, IL
- Cook County, IL
- Duluth, MN (eff. 2020)
- Minneapolis, MN
- St. Paul, MN
- Washington DC
- Montgomery County, MD
- New York, NY
- Westchester CO, NY
- Philadelphia, PA
- Portland, OR
- Seattle, WA

Paid Sick Leave



Other Leaves and Accommodations



States

- Georgia
- Illinois
- New York
- South Carolina
- Tennessee
- Virginia

Locality

- Washington DC

A map of the United States showing state boundaries and names. A black rectangular box is overlaid on the right side of the map, containing the text "Other State Laws" in white. The map shows various states including Oregon, California, Nevada, Idaho, Utah, Arizona, New Mexico, Colorado, Wyoming, Montana, North Dakota, South Dakota, Nebraska, Kansas, Oklahoma, Arkansas, Louisiana, Mississippi, Alabama, Georgia, Florida, and parts of Texas, Missouri, and Iowa. Major cities like San Francisco, Los Angeles, Phoenix, Denver, Dallas, Houston, and New Orleans are labeled. The Gulf of Mexico is visible at the bottom.

Other State Laws

Chicago Fair Workweek
Ordinance

Florida E-Verify

D.C.'s Transportation
Benefits Equity
Amendment Act of 2020

New Jersey's mini-
WARN Law

Independent
Contractor
Updates

Non-Compete Law
Updates

Questions? Please let us know.



Ariel Cohen

Associate, Columbus

T +1 614 365 2774

E ariel.cohen@squirepb.com



Shennan Harris

Associate, Columbus

T +1 614 365 2791

E shennan.harris@squirepb.com



SQUIRE 
PATTON BOGGS



[squirepattonboggs.com](https://www.squirepattonboggs.com)