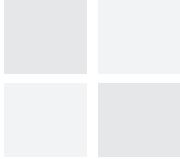


Employment



EMPLOYMENT ATTORNEYS

- R. Douglas Taylor, Jr.
- Maureen Carr
- Timothy Hughes
- Leo Fisher
- James Irving
- David Canfield
- Charles Thomas
- Richard Kelley
- Samuel Banks
- Robert Hicks
- Joseph Meadows

RELATED PRACTICES

- Alternative Dispute Resolution
- Business Organizations & Transactions
- Commercial & Civil Litigation
- Employee Benefits
- Intellectual Property

Once, employment law was simple. People were hired to do a job and were paid for it. If they didn't work out, they were fired. Now employment relationships are incredibly complex and every business faces a bewildering thicket of laws and regulations. Bean, Kinney & Korman's employment law practice group assists its business clients of all sizes with the challenges presented by nearly every personnel and workplace matter in Virginia, Washington, D.C. and Maryland.

We offer seasoned insight applied to a wide spectrum of employment-related issues, working closely with clients to manage their workforce relationships and to develop appropriate legal strategies. We understand the need and techniques required to enhance and protect our clients' intellectual capital and workforce investments. Employers benefit from our guidance in implementing preventive measures to reduce the risk of litigation and ensure compliance with applicable employment laws and regulations.

Employment Litigation

When litigation is unavoidable, we offer decades of experience defending clients in trial and appellate courts and before administrative agencies and arbitration panels. We understand that litigation isn't a business objective and are mindful that effective legal strategy requires finding ways to dispose of claims as quickly and cost-effectively as may be accomplished, consistent with our clients' interests. Some cases simply cannot be resolved short of trial; therefore, our approach to litigation incorporates thoughtful attention to keeping costs manageable for our clients.

Alternative Dispute Resolution

When there is an opportunity to resolve employment claims without litigation, we assist our clients in understanding and choosing the most suitable alternative resolution process, whether mediation, neutral evaluation or arbitration to accomplish expeditious and successful closure of disputes.

Wide-Ranging Employment Law Experience

Our employment litigation and counseling experience covers a wide range of workplace-related matters, including:

- Anti-Discrimination and Civil Rights Laws
- Wrongful Discharge/ Employment-Based Common Law Actions
- Wage & Hour Compliance
- National Labor Relations Act/Labor Practices
- False Claims Act, SOX, and Federal Whistleblower Actions
- Workplace-Oriented Corporate Governance, Due Diligence
- Employment Contracts

- ERISA and Employee Benefits (including the Patient Protection and Affordable Health Care Act)
- Restrictive Covenants, Trade Secrets Protection
- Reorganizations and Reductions in Force
- EEO Training, Audits, Civil Rights Investigations
- Human Resource Policies and Procedures

Reported Cases

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Ellis v. James V. Hurson Associates, Inc., 565 A.2d 615 (D.C. 1989)

Potomac Electric Co. v. Director, Office of Workers' Compensation Programs, etc., 606 F.2d 1324 (D.C. Cir. 1979)

Qorvis Communs., LLC v. Wilson, 549 F.3d 303 (4th Cir. 2008)

Published Articles

New Virginia Law Requires Employer Disclosure of Requested Personnel Records
October 3, 2019

Can an Employee Who Quits Receive Unemployment Benefits
LinkedIn, September 10, 2019

Wage-Hour Mishap Creates Unsavory Stew for Prominent Restaurant Group
LinkedIn, September 3, 2019

The Best Defense Against FLSA Lawsuits for Unpaid Overtime
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EEOC Report: Workplace Sexual Harassment Complaints are Up
May 10, 2019

Workplace Violence: 5 Key Practices Employers Should Consider
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Fourth Circuit Concludes: False Rumor that Female Employee Slept with Her Male Boss to Obtain a Promotion Can Support a Claim of Sexual Harassment
February 25, 2019

Virginia Employers: Are Your Non-Competes Enforceable?
August 1, 2018

DOL Explains When Employees Must Be Paid for Travel Time
July 6, 2018

You Need What?: When Does Your Employee's Request for More Leave Become Unreasonable Under the ADA?
August 4, 2017

Federal Court Halts Implementation of New Overtime Final Rule
November 23, 2016

Mandatory Paid Sick Leave Comes To Montgomery County Maryland
October 2016

NLRB to Begin Targeting Employer Misclassification of Workers as Independent Contractors as an Unfair Labor Practice
May 19, 2016

Virginia Attorney General Says Virginia Law Prohibits Discrimination on the Basis of Gender Identity and Perhaps Sexual Orientation
May 18, 2016

HR 101 from Abercrombie & Fitch
BKK Business Law Newsletter, January 2016

A Tale of Two Cases: The Perils of Using Temporary Workers
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OFCCP Final Rule Prohibits Pay Secrecy Policies by Federal Contractors
January 11, 2016

The Financial Risks to Employers of Misclassification of Employees as Independent Contractors
BKK Business Law Newsletter, November 2015

Happy Birthday: The Americans with Disabilities Act Turns Twenty-Five
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DOL Releases Proposed Amendments to FLSA Overtime Regulations: Now is the Time to Reassess Compliance and Update Your Policies
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Employer Risks in Using Employment-Related Criminal Background Checks
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Virginia Employment Law Journal, April 27, 2015

Virginia May Soon Join Maryland in Prohibiting Employers from Asking for Social Media Passwords
Virginia Employment Law Journal, March 26, 2015

All Legally Married Same-Sex Couples Now Covered Under FMLA
Virginia Employment Law Journal, March 24, 2015

March Madness & Employee Morale: A Winning Combination
Virginia Employment Law Journal, March 17, 2015

Cunningham v. Feinberg: Virginia Employers May be Answerable in Maryland Courts for Unpaid Wages
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Fairfax Circuit Court Strikes Down Noncompete as Overbroad, Offering Yet Another Lesson for Employers
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No WARNing of Bankruptcy?
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FLSA Class Action Case Against Dollar Tree Goes Forward
BKK Employment Law Newsletter, April 2014

Avoiding Pitfalls of Severance Agreements
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The Risks of Using In-House Counsel to Conduct Internal Investigations
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Sea Change in Virginia Non-Competition Law
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U.S. Supreme Court Limits Employer Liability in Title VII Supervisory Harassment Case
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Pitfalls on Termination: Employer May be Liable for Employees' Loose Talk
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Fourth Circuit Joins D.C. Circuit in Striking Down NLRB's Employee Rights Notice Posting Rule
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SCOTUS Strikes Down DOMA - Employer Obligations in Virginia, D.C., and Maryland
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Pets in the Workplace: Should Your Company Open Its Doors to Employees' Furry Friends?
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Virginia's New Employment-Based Tort
The Corporate Counselor, April 2013

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Distinguishing Between Non-Competition Agreements in Employment Agreements and Those in the Sale of a Business
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Masonry Magazine, June 2009

News

Maureen E. Carr Joins Bean, Kinney & Korman as a Shareholder

March 13, 2017

Seminars & Events

The Legal Side of Business

Fairfax Business Center, Annandale, VA, December 4, 2019

Sexual Harassment - How to Avoid Liability

Springhill Suites Alexandria, 6065 Richmond Highway, January 18, 2019

Employees vs. Independent Contractors vs. Interns: Worker Designations and Why It Matters

October 16, 2013