

R. Douglas Taylor, Jr.

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PRACTICE AREAS

Employment
Commercial & Civil Litigation
Bankruptcy, Creditors Rights,
Enforcement & Collection
Alternative Dispute Resolution
Business Organizations &
Transactions

INDUSTRIES

Associations & Nonprofit
Organizations
Government Contracting
Higher Education
Professional & Licensed
Occupations
Retailers & Restaurateurs
Small, Emerging & Growing
Businesses

EDUCATION

Georgetown University Law
Center, J.D., 1992
University of Maryland, B.S.,
1989

BAR & COURT ADMISSIONS

Maryland, 1992
District of Columbia, 1994
Virginia, 1995
U.S. District Court for the

Douglas Taylor is a shareholder of Bean, Kinney & Korman. For nearly 30 years, Doug has provided timely and practical legal advice and representation to businesses, business owners, and executives on a wide range of federal, state and local employment and labor law matters, including executive compensation, restrictive covenants, trade secrets, disability, discrimination, misconduct investigations, whistleblower, retaliation, wages and hour, classification, and security clearances. Doug regularly defends employment claims before the EEOC, DOL, NLRB, OSHA, and state and local administrative agencies in Virginia, Maryland, and the District of Columbia. Doug is outside general counsel to a private university in Virginia and advises colleges and universities on all aspects of higher education law.

Doug is a member of the National Association of College and University Attorneys. He is a Board of Directors member of the Arlington Chamber of Commerce.

Honors

Arlington Magazine, Top Attorney - Employment (Employer), Schools & Education, 2019

Published Articles

Are California-Style Right of Recall and Worker Retention Laws Right for Virginia?
LinkedIn, October 22, 2020

Virginia Law Now Prohibits Non-Compete Restrictions for Low-Wage Employees
July 21, 2020

New Employee Protections for Non-Payment of Wages Go Into Effect in Virginia
July 21, 2020

New Protections against Workplace Discrimination Based on Sexual Orientation,
Gender Identity, and Pregnancy Now in Effect in Virginia
July 21, 2020

Eastern District of Virginia	New Enhanced Whistleblower Protections for Virginia Employees Now in Effect July 21, 2020
U.S. District Court for the District of Maryland	Virginia Joins Lawsuit to Block Implementation of New Title IX Final Rule June 15, 2020
U.S. District Court for the District of Columbia	INSIGHT: Don't Say This in the New Workplace <i>Bloomberg Law</i> , June 15, 2020
U.S. Court of Appeals for the Fourth Circuit	Virginia Enacts New, Far-Reaching Employment Laws <i>Arlington Chamber of Commerce Blog</i> , June 3, 2020
U.S. Court of Appeals for the Federal Circuit	What Can Employers Ask and Do About Their Employee's Health During the Coronavirus Crisis? <i>Answers from the EEOC</i> April 14, 2020
	Documentation and Recordkeeping: COVID-19 Paid Leave and Employer Paid Leave Tax Credits April 7, 2020
	Emergency Paid Leave Laws: DOL Issues Additional FAQs to Answer Employer Questions April 2, 2020
	Wages & Benefits Questions During the Coronavirus Business Downturn <i>Arlington Chamber of Commerce Blog</i> , April 1, 2020
	DOL Issues Second FAQs: Provides More Guidance to Employers on Paid Leave Laws March 30, 2020
	Trump Signs Law: U.S. Workers Get Expanded FMLA Leave and Paid Sick Leave March 19, 2020
	House Amendments to Families First Coronavirus Act - Mixed Bag for Employee Leave Benefits March 18, 2020
	Families First Coronavirus Response Act March 16, 2020
	What Can I Ask Job Applicants? Some Basic Do's and Don'ts <i>LinkedIn</i> , November 13, 2019
	New Virginia Law Requires Employer Disclosure of Requested Personnel Records October 3, 2019
	DOL Issues Final Regulations to Update FLSA White Collar Exemptions <i>LinkedIn</i> , September 24, 2019

Employers Take Heed: DOL Reiterates You Cannot Delay FMLA Designation Beyond Five Business Days
LinkedIn, September 18, 2019

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

EEOC Report: Workplace Sexual Harassment Complaints are Up
May 10, 2019

Workplace Violence: 5 Key Practices Employers Should Consider
Arlington Chamber of Commerce Blog, May 2, 2019

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

Is Your Business Website ADA Compliant?
December 18, 2017

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

Fair Labor Standards Act Changes are Coming: Will You Be Ready?
Arlington Chamber of Commerce Blog, November 2016

Mandatory Paid Sick Leave Comes To Montgomery County Maryland
October 2016

Virginia Attorney General Says Virginia Law Prohibits Discrimination on the Basis of Gender Identity and Perhaps Sexual Orientation
Arlington Chamber of Commerce Blog, August 2016

"You're Fired!" – Or "I Quit!" – Remains Good Law in Virginia
Arlington Chamber of Commerce Blog, June 13, 2016

Uber Reaches Settlement of Independent Contractor Misclassification Lawsuits in California and Massachusetts
BKK Business Law Newsletter, May 2016

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

4th Circuit Rules that a Virginia School Board Violated Title IX by Preventing a Transgender Male Student from Using Boys' Restroom
May 6, 2016

A Tale of Two Cases: The Perils of Using Temporary Workers
BKK Business Law Newsletter, January 2016

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
Virginia Employment Law Journal, July 27, 2015

Employer Risks in Using Employment-Related Criminal Background Checks
BKK Employment Law Newsletter, July 2015

Is Your Employee's Extended Leave Request a Reasonable Accommodation?
Arlington Chamber of Commerce Blog, July 1, 2015

Potential Pitfalls of Terminating an Employee who Requests Extended Leave
BKK Employment Law Newsletter, April 2015

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

Cunningham v. Feinberg: Virginia Employers May be Answerable in Maryland Courts for Unpaid Wages
BKK Employment Law Bulletin, February 11, 2015

Does the Pregnancy Discrimination Act Require Employers to Provide Light Duty Accommodations to Pregnant Employees?
BKK Employment Law Newsletter, January 2015

Speaking Engagements

COVID-19 Vaccines are Here: Key Public Health and Legal Considerations for Employers
Online, January 27, 2021

Remote Work Is Here to Stay: Key Legal Issues for Employers
Webcast recording - view on demand, December 15, 2020

2020 Legal Drama in the Commonwealth:
Online, November 19, 2020

News

Twenty-six Attorneys from Bean, Kinney & Korman Recognized as Top Attorneys by *Arlington Magazine*
October 18, 2019

Bean, Kinney & Korman Names Doug Taylor a Shareholder
May 1, 2015

Bean, Kinney & Korman Welcomes Doug Taylor as an Associate of the Firm
December 1, 2014

Professional & Community Affiliations

Arlington Chamber of Commerce (Board of Directors, 2018 – Present)

National Association of College and University Attorneys (2016 – Present)