

# R. Douglas Taylor, Jr.

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## PRACTICE AREAS

Employment

Commercial & Civil  
Litigation

Business Organizations &  
Transactions

Alternative Dispute  
Resolution

Bankruptcy, Creditors  
Rights, Enforcement &  
Collection

## INDUSTRIES

Associations & Nonprofit  
Organizations

Douglas Taylor is a shareholder of Bean, Kinney & Korman. For nearly 30 years, Doug has provided timely and practical employment law advice and legal 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, Family and Medical Leave Act (FMLA) issues, discrimination and harassment, misconduct investigations, whistleblower, retaliation, wages and overtime pay under the Fair Labor Standards Act (FLSA), misclassifications, and security clearances.

Doug regularly defends employment law 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.

## PUBLISHED ARTICLES

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Government Contracting

Higher Education

Professional & Licensed Occupations

Retailers & Restaurateurs

Small, Emerging & Growing Businesses

## **BAR AND COURT ADMISSIONS**

Maryland, 1992

District of Columbia, 1994

Virginia, 1995

U.S. District Court for the Eastern District of Virginia

U.S. District Court for the District of Maryland

U.S. District Court for the District of Columbia

U.S. Court of Appeals for the Fourth Circuit

U.S. Court of Appeals for the Federal Circuit

## **EDUCATION**

Georgetown University Law Center, J.D., 1992

University of Maryland, B.S., 1989

- Incentivizing Vaccination among Employees
- Are California-Style Right of Recall and Worker Retention Laws Right for Virginia?
- New Employee Protections for Non-Payment of Wages Go Into Effect in Virginia
- New Protections against Workplace Discrimination Based on Sexual Orientation, Gender Identity, and Pregnancy Now in Effect in Virginia
- New Enhanced Whistleblower Protections for Virginia Employees Now in Effect
- Virginia Law Now Prohibits Non-Compete Restrictions for Low-Wage Employees
- Virginia Joins Lawsuit to Block Implementation of New Title IX Final Rule
- INSIGHT: Don't Say This in the New Workplace
- Virginia Enacts New, Far-Reaching Employment Laws
- What Can Employers Ask and Do About Their Employee's Health During the Coronavirus Crisis? Answers from the EEOC
- Documentation and Recordkeeping: COVID-19 Paid Leave and Employer Paid Leave Tax Credits
- Emergency Paid Leave Laws: DOL Issues Additional FAQs to Answer Employer Questions
- Wages & Benefits Questions During the Coronavirus Business Downturn
- DOL Issues Second FAQs: Provides More Guidance to Employers on Paid Leave Laws
- Trump Signs Law: U.S. Workers Get Expanded FMLA Leave and Paid Sick Leave
- House Amendments to Families First Coronavirus Act – Mixed Bag for Employee Leave Benefits
- Families First Coronavirus Response Act
- What Can I Ask Job Applicants? Some Basic Do's and Don'ts
- New Virginia Law Requires Employer Disclosure of Requested Personnel Records

- DOL Issues Final Regulations to Update FLSA White Collar Exemptions
- Employers Take Heed: DOL Reiterates You Cannot Delay FMLA Designation Beyond Five Business Days
- Wage-Hour Mishap Creates Unsavory Stew for Prominent Restaurant Group
- EEOC Report: Workplace Sexual Harassment Complaints are Up
- Workplace Violence: 5 Key Practices Employers Should Consider
- Fourth Circuit Concludes: False Rumor that Female Employee Slept with Her Male Boss to Obtain a Promotion Can Support a Claim of Sexual Harassment
- Virginia Employers: Are Your Non-Competes Enforceable?
- DOL Explains When Employees Must Be Paid for Travel Time
- Is Your Business Website ADA Compliant?
- You Need What?: When Does Your Employee's Request for More Leave Become Unreasonable Under the ADA?
- Federal Court Halts Implementation of New Overtime Final Rule
- Fair Labor Standards Act Changes are Coming: Will You Be Ready?
- Mandatory Paid Sick Leave Comes To Montgomery County Maryland
- Virginia Attorney General Says Virginia Law Prohibits Discrimination on the Basis of Gender Identity and Perhaps Sexual Orientation
- "You're Fired!" – Or "I Quit!" – Remains Good Law in Virginia
- Uber Reaches Settlement of Independent Contractor Misclassification Lawsuits in California and Massachusetts
- NLRB to Begin Targeting Employer Misclassification of Workers as Independent Contractors as an Unfair Labor Practice
- 4th Circuit Rules that a Virginia School Board Violated Title IX by Preventing a Transgender Male Student from Using Boys' Restroom

- A Tale of Two Cases: The Perils of Using Temporary Workers
- OFCCP Final Rule Prohibits Pay Secrecy Policies by Federal Contractors
- The Financial Risks to Employers of Misclassification of Employees as Independent Contractors
- Happy Birthday: The Americans with Disabilities Act Turns Twenty-Five
- Employer Risks in Using Employment-Related Criminal Background Checks
- Is Your Employee's Extended Leave Request a Reasonable Accommodation?
- Potential Pitfalls of Terminating an Employee who Requests Extended Leave
- Virginia May Soon Join Maryland in Prohibiting Employers from Asking for Social Media Passwords
- Cunningham v. Feinberg: Virginia Employers May be Answerable in Maryland Courts for Unpaid Wages
- Does the Pregnancy Discrimination Act Require Employers to Provide Light Duty Accommodations to Pregnant Employees?

### **SPEAKING ENGAGEMENTS**

- Everything you need to know about COVID-19 vaccines, mask mandates, and Virginia workplace safety  
Online, Thursday, August 26, 2021
- New Wage and Employment Laws Impacting Construction  
Online, Thursday, May 6, 2021
- Small Business Check-Up: Best practices to help ensure the legal health of your business  
Online, Tuesday, March 16, 2021
- COVID-19 Vaccine Rollout: Key Legal Considerations for Employers  
Online, Wednesday, March 10, 2021
- COVID-19 Vaccines are Here: Key Public Health and Legal Considerations for Employers  
Online, Wednesday, January 27, 2021

- Remote Work Is Here to Stay: Key Legal Issues for Employers  
Webcast recording - view on demand, Tuesday, December 15, 2020
- 2020 Legal Drama in the Commonwealth:  
Online, Thursday, November 19, 2020
- Overview of Virginia Department of Labor and Industry COVID-19 Regulations for Employers  
Online, Tuesday, August 4, 2020
- Nonprofit Forum: Reopening Strategies  
Online, Tuesday, July 28, 2020
- 2020 Not-for-Profit Symposium  
Online, Tuesday, June 2, 2020
- Webinar: Moving Beyond COVID-19 – EEOC/DOL/IRS Guidance and Getting Back to Business  
Online, Friday, May 1, 2020
- Webinar: Moving Beyond COVID-19  
Online, Thursday, April 30, 2020
- Small Business Roundtable  
Webcast recording - view on demand, Wednesday, March 25, 2020
- Business Education Series: Sexual Harassment: How to Avoid Liability  
1886 Metro Center Drive, Reston, VA 20190, Wednesday, April 24, 2019
- Sexual Harassment – How to Avoid Liability  
Springhill Suites Alexandria, 6065 Richmond Highway, Friday, January 18, 2019
- Internet Defamation: Defend Against Defamers and Cyber-attackers  
Bean, Kinney & Korman :: 2300 Wilson Blvd. :: 1st Floor Conference Room :: Arlington, VA 22201, Thursday, October 25, 2018
- Sexual Harassment – How to Avoid Liability  
Arlington Chamber of Commerce, Wednesday, September 26, 2018

- Sexual Harassment: Quick Tips for Avoiding Liability  
Where: Bean, Kinney & Korman :: 2300 Wilson Blvd. :: 1st Floor Conference Room :: Arlington, VA 22201, Wednesday, February 28, 2018
- Sexual Harassment: Quick Tips for Avoiding Liability  
Where: Bean, Kinney & Korman :: 2300 Wilson Blvd. :: 1st Floor Conference Room :: Arlington, VA 22201, Wednesday, January 17, 2018
- Tips on How to Avoid Being Sued When You Terminate an Employee  
Associated Builders and Contractors of Metro Washington, Friday, October 13, 2017
- Employment Contracts and related Employee Issues  
United States Professional Tennis Association, Westwood Country Club, Vienna, VA 22182, Friday, December 2, 2016
- Independent Contractor vs. Employer: What's the Best Match for You?  
United States Professional Tennis Association, Westwood Country Club, Vienna, VA 22182, Monday, December 7, 2015

## NEWS

- Twenty-eight Attorneys from Bean, Kinney & Korman Recognized as Top Attorneys for 2021 by Arlington Magazine Thursday October 21, 2021
- Bean, Kinney & Korman Represents Finley Asphalt in a Transaction with Shoreline Equity Partners Friday July 2, 2021
- Bean, Kinney & Korman Represents Farm Market iD in Acquisition by DTN Friday February 26, 2021
- Twenty-six Attorneys from Bean, Kinney & Korman Recognized as Top Attorneys by *Arlington Magazine* Friday October 18, 2019
- Bean, Kinney & Korman Names Doug Taylor a Shareholder Friday May 1, 2015

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