

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 and has served as outside counsel to a private university in Virginia as well as advising 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 and Executive Committee member of the Arlington Chamber of Commerce.

AWARDS AND HONORS

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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

Virginia Business Legal Elite, Labor/Employment Law, 2022

Arlington Magazine, Top Attorney – Employment (Employer), 2022

Arlington Magazine, Top Attorney – Employment (Employee), Employment (Employer), Schools & Education, 2021

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

AFFILIATIONS

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

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

Advisory Council, PathForward, Arlington, Virginia (2021-Present)

PUBLISHED ARTICLES

- Student can sue over lack of due process
- 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?**

BLOGS

- **Privacy Law Comes to Virginia: How will Virginia's Consumer Data Protection Act Affect my Business?**
Business Insights, Friday November 11, 2022
- **New "Know Your Rights" Poster Issued by the EEOC**
Employment Law, Monday October 24, 2022
- **Does Title IX Prohibit Discrimination Based on Sexual Orientation and Gender Identity? Not according to Virginia and Other States**
Employment Law, Monday August 22, 2022
- **Is 501(c)(3) Tax Exempt Status Enough to Subject a Private School to Title IX Jurisdiction?**
Employment Law, Friday August 12, 2022
- **The Pandemic Has Evolved: EEOC Issues Updated COVID-19 Viral Testing Guidance for Employers**
Employment Law, Thursday July 21, 2022
- **Fourth Circuit Highlights that Title VII Does Not Require General Civility Between Workers**
Employment Law, Monday July 18, 2022
- **Are Emotional Distress Damages Recoverable Under Title IX? No, Says the Supreme Court.**
Employment Law, Monday July 11, 2022
- **What Impact Will the Biden Administration's New Proposed Title IX Regulations Have on Colleges and Universities?**
Employment Law, Wednesday July 6, 2022
- **To Mask or Not to Mask: Virginia DOLI Board Votes to Repeal COVID Permanent Standard**
Employment Law, Tuesday March 22, 2022
- **DOLI Moves to Repeal Virginia's COVID-19 Workplace Safety Regulations**
Employment Law, Thursday February 24, 2022

- Are Facemasks Still Required in Virginia Workplaces?
Employment Law, Friday January 28, 2022
- Big News for Big Employers: Sixth Circuit Court of Appeals Reinstates OSHA COVID Workplace Safety Standards for Large Employers
Employment Law, Monday December 20, 2021
- Fourth Circuit Concludes that Title IX’s Prohibition Against Discrimination on the Basis of “Sex” May Extend to Charter School Uniforms
Employment Law, Wednesday August 11, 2021
- Virginia Expands Workplace Protections for Individuals with Disabilities
Employment Law, Monday July 12, 2021
- The New Virginia Overtime Wage Act: Big Changes are Coming for Many Virginia Employers
Employment Law, Thursday July 1, 2021
- Tackling the New Normal – EEOC Issues Updated Guidance for COVID-19 Vaccines in the Workplace
Employment Law, Tuesday June 8, 2021
- Fourth Circuit Nixes Appellate Review of Arbitration Award
Employment Law, Thursday May 27, 2021
- Fourth Circuit Adopts Expansive View of Same-Sex Harassment
Employment Law, Tuesday May 25, 2021
- COBRA Subsidies for Employees and Tax Credits for Employers Under the American Rescue Plan Act of 2021
Employment Law, Tuesday April 13, 2021
- COBRA Subsidies for Employees and Tax Credits for Employers Under the American Rescue Plan Act of 2021
Business Insights, Tuesday April 13, 2021
- Bean, Kinney & Korman: Helping to Develop Cost-Effective COVID-19 Workplace Safety Policies and Procedures that Meet Virginia’s New Regulatory Requirements and OSHA, CDC Guidelines
Employment Law, Monday April 5, 2021
- Construction Services Company Flagged for Unpaid Employee Travel Time

- Employment Law*, Thursday April 1, 2021
- The Risks of Using In-House Counsel to Conduct Internal Investigations
Employment Law, Tuesday March 23, 2021
- Legal Considerations When Terminating an Employee
Employment Law, Tuesday March 23, 2021
- Avoiding Liability Under the Fair Labor Standards Act
Employment Law, Tuesday March 23, 2021
- Complying with DC's Accrued Sick and Safe Leave Requirements
Employment Law, Tuesday March 23, 2021
- Thinking About Hiring an Unpaid Summer Intern?
Employment Law, Tuesday March 23, 2021
- OSHA Tells Employers: Vaccinated Employees Should Still Wear Face Coverings
Employment Law, Wednesday February 3, 2021
- DOL Explains FLSA Travel Time Payment Rules for Part-Day-Telework Employees
Employment Law, Friday January 15, 2021
- DOL Allows Employers to Electronically Post Required FLSA/FMLA Notices
Employment Law, Friday January 8, 2021
- DOL Adjusts their View of Telemedicine to Support FMLA Leave
Employment Law, Monday January 4, 2021
- DOL Issues New Tipped Employee Rules under the FLSA
Employment Law, Monday December 28, 2020
- Deck the Halls (but stay Home) this Holiday Season
Employment Law, Tuesday November 3, 2020
- The IRS Chief Counsel's Informal Guidance Clarifies Some Issues Left Open after Notice 2020-65 Regarding the "Payroll Tax Holiday"
Business Insights, Wednesday October 14, 2020
- The IRS Chief Counsel's Informal Guidance Clarifies Some Issues Left Open after Notice 2020-65 Regarding the "Payroll Tax Holiday"
Employment Law, Wednesday October 14, 2020

- IRS Releases Instructions to Form 941 Expanding on Prior Guidance on Deferral of Social Security Tax
Business Insights, Thursday October 8, 2020
- IRS Releases Instructions to Form 941 Expanding on Prior Guidance on Deferral of Social Security Tax
Employment Law, Thursday October 8, 2020
- Virginia Phase 3 Reopening: Will a COVID-19 Liability Waiver Protect Your Business from Legal Risks?
Employment Law, Monday July 6, 2020
- Summer Camps Closed Due to COVID-19? DOL Issues Additional Guidance for FFCRA Leave Eligibility
Employment Law, Wednesday July 1, 2020
- Employer Antibody Testing for COVID-19 Violates the ADA, According to New EEOC Guidance
Employment Law, Friday June 19, 2020
- DOL Final Rule: Employers Can Pay Bonuses and Premium Pay Under FLSA Fluctuating Workweek Compensation
Employment Law, Tuesday June 9, 2020
- Can Virginia Employees Still Get Paid Leave Under the FFCRA After Businesses Reopen and Schools Close?
Employment Law, Wednesday June 3, 2020
- Virginia Adds a “Ban the Box” Law for Pot Possession
Employment Law, Tuesday May 26, 2020
- Employees in Virginia are Heading Back to the Workplace. What Can Employers Ask or Do?
Employment Law, Tuesday May 19, 2020
- Virginia Enacts Dramatic and Far-Reaching Employment Law Protections
Employment Law, Monday April 27, 2020
- FMLA Delay? No Way.
Employment Law, Friday March 22, 2019
- 5 Takeaways from DOL’s Proposal to Change FLSA Overtime Rules
Employment Law, Monday March 11, 2019
- What’s Up When the Government is Shutdown: Employment Issues for Contractors
Employment Law, Thursday December 27, 2018

- Montgomery County and D.C. Minimum Wage Rates Increase
Employment Law, Friday July 6, 2018
- DOL Adopts More Flexible Test to Determine When Interns Must Be Paid Under The Fair Labor Standards Act
Employment Law, Tuesday February 13, 2018
- Maryland Paid Sick Leave Law Goes Into Effect on February 11, 2018
Employment Law, Friday January 26, 2018
- California Joins States Banning Employers from Asking Job Applicants about Salary History
Employment Law, Monday December 4, 2017
- OFCCP Announces Minimum Wage Increase and Hurricane Relief Measures for Federal Contractors
Employment Law, Monday September 25, 2017
- New I-9 Employment Eligibility Verification Form Announced by USCIS
Employment Law, Monday July 24, 2017
- New Minimum Wage Increases for the District of Columbia and Montgomery County
Employment Law, Monday July 10, 2017
- Paid Leave Law in Montgomery County Maryland Is Expanded to Include Paid Parental Leave
Employment Law, Monday November 7, 2016
- New DOL Regulations on FLSA Overtime
Employment Law, Wednesday May 18, 2016
- OFCCP Final Rule Prohibits Pay Secrecy Policies by Federal Contractors
Employment Law, Wednesday January 13, 2016
- President Obama to Order Paid Sick Leave for Federal Contract Workers
Employment Law, Wednesday September 9, 2015
- NLRB Ruling in Browning-Ferris Industries Case Is Likely to Have a Significant Impact on Employers who Utilize Contract and Temporary Employees
Employment Law, Monday August 31, 2015
- NLRB Ruling in Browning-Ferris Industries Case Is Likely to Have a Significant Impact on Employers who Utilize Contract

and Temporary Employees

Real Estate, Land Use & Construction Law, Monday August 31, 2015

- Is an Extended Leave Request a Reasonable Accommodation?
Employment Law, Wednesday August 5, 2015
- Happy Birthday: The Americans with Disabilities Act Turns Twenty-Five
Employment Law, Monday July 27, 2015
- VA Employers' Liability for Security and Workplace Violence
Employment Law, Wednesday July 22, 2015
- Risks of Job-Related Criminal Background Checks, Part II
Employment Law, Wednesday July 15, 2015
- Risks of Job-Related Criminal Background Checks, Part I
Employment Law, Wednesday July 8, 2015
- Virginia May Soon Join Maryland in Prohibiting Employers from Asking for Social Media Passwords
Employment Law, Thursday March 26, 2015
- *Cunningham v. Feinberg*: Virginia Employers May be Answerable in Maryland Courts for Unpaid Wages
Employment Law, Tuesday February 10, 2015
- Does the Pregnancy Discrimination Act Require Employers to Provide Light Duty Accommodations to Pregnant Employees?
Employment Law, Friday January 16, 2015

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-one Attorneys from Bean, Kinney & Korman Recognized as Top Attorneys for 2022 by Arlington Magazine Thursday October 13, 2022
- Bean, Kinney & Korman Represents RenXTech LLC in a Transaction with Buchanan & Edwards Inc. Monday November 29, 2021
- 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