

MARCH 26, 2021 | EVENTS

## Employment Law Update in D.C., Maryland, Virginia, and Illinois [Webinar Recording]

On March 24th, [Daniel C. Deacon](#) and [Ashley D. Mitchell](#) presented a webinar regarding an [Employment Law Update in D.C., Maryland, Virginia, and Illinois](#).

The District of Columbia, Maryland, and Virginia have enacted or are considering a host of changes that employers need to keep track of in 2021, such as revisions to discrimination laws, wage and hour laws, labor laws, and workplace safety and health regulations. 

Illinois employers should be aware of an already existing minimum wage increase that takes effect in 2021, and there are a host of laws that took effect at various points in 2020. Indeed, in 2020, employers were faced with an expanded Illinois Human Rights Act that applies beyond the physical workplace, covers non-employee contractors and protects against discrimination based on perceived (in addition to actual) protected status. There were also special new rules enacted that apply to restaurants, bars and coffee shops, as well as disclosure requirements that will necessitate notifying the Department of Human Rights of adverse judgments in employment discrimination or harassment matters. Finally, the Victims' Economic Security and Safety Act was amended and the signed "trailer bill" has clarified what employers should do if they wish to prohibit the use of marijuana as part of their workplace drug and alcohol policy.

Participants in [this webinar](#) learned:

- Which policies and procedures should be reviewed and/or revised;
- Minimum Wage Increases
- What type of harassment training must be provided to employees and when;
- What steps Illinois employers should take if they wish to continue drug testing for cannabis;
- Tips to comply with D.C's Paid Leave Act, and the increased minimum wage
- Key workplace controls and steps to comply with Virginia's Emergency Temporary COVID-19 Standard
- Steps to comply with Maryland's revised discrimination laws and new laws related to facial recognition technology during employee interviews and Maryland's Mini-WARN Act

We are pleased to share these links to [a copy of the slides](#) and [a recording of the webinar](#).

This was the 3rd regularly scheduled webinar event in Conn Maciel Carey's [2021 Labor and Employment Webinar Series](#). [Click here](#) to view our full schedule, detailed program descriptions, and individual registration 

pages for all of the webinars in the 2021 Labor and Employment Webinar Series. To register for all of Conn Maciel Carey's Labor and Employment webinars, click [here](#) to send us an email request, and we will register you. If you missed any of our past webinars in our annual Labor and Employment Webinar Series, [click here to subscribe to our YouTube channel](#) and view our webinar archive.

\* \* \* \* \*



For resources on issues related to COVID-19, please visit Conn Maciel Carey's [COVID-19 Resource Page](#) for an [extensive index of frequently asked questions](#) with our answers about HR, employment law, and OSHA regulatory developments and guidance, as well as COVID-19 recordkeeping and reporting flow charts. Likewise, subscribe to our [Employer Defense Report](#) blog and [OSHA Defense Report](#) blog for regular updates about the Labor and Employment Law or OSHA implications of COVID-19 in the workplace. Conn Maciel Carey's COVID-19 Task Force is monitoring federal, state, and local developments closely and is continuously updating these blogs and the FAQ page with the latest news and resources for employers.