



SA: Barriers & Protections for Low-Wage Employees Who Work Across Multiple States

Available

Project Title

Barriers & Protections for Low-Wage Employees Who Work Across Multiple States

Scope of Work

We are looking to create a decision-tree type resource that will assist in choice of law questions for DC, MD, and VA workers that split time between two or more of our local jurisdictions.

Timing

End of summer

Jurisdiction

DC, MD, VA, potentially other

Contact Information

Please contact Paul Lee (plee@Steptoe.com) to claim this project as part of the 2023 Summer Associate Project Exchange.

Description

The matter was referred by the Washington Lawyers' Committee for Civil Rights and Urban Affairs.

We are looking to create a decision-tree type resource that will assist in choice of law questions for DC, MD, and VA workers that split time between two or more of our local jurisdictions. Our goal is to improve identification of which jurisdiction more likely applies to a worker that is, e.g., working in both DC and MD. Specific sub-research questions


include:

- What is the general “nexus” for employer liability in DC, MD, and VA? E.g. length of time employed, amount of time spent working in the state.
- When do specific state employment protections kick in? E.g. Discrimination protections, minimum wage, unemployment, sick leave, state based FMLA, workers’ compensation, etc.

Workers with worksites in multiple jurisdictions, e.g. cleaners, construction workers, caterers, frequently experience discrimination in the workplace, wage theft, and other employment violations. Determining where to file a claim is often difficult. Clarity in this area will assist WLC's Workers Rights Clinic in providing quality legal advice to low-income workers facing jurisdictional challenges.

Subtasks (0)

Reminders(1)

 1 day(s) before