

Five Tips For Navigating NYC's New Ban On Unemployment Bias

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New Jersey attorney Kathie Caminiti was quoted in *Law 360* in the April 4 article “Five Tips For Navigating NYC's New Ban On Unemployment Bias.” The article focused on a new law that gives unemployed residents the right to sue companies that only hire already-employed candidates. In order to protect employers, employment attorneys offered advice to help them stay in compliance. Kathie suggested asking open-ended questions during an interview. Relevant experience obviously is crucial in making hiring decisions and in some business areas, even a few months' lapse on a resume can be a red flag. But the direct question, “Why are you unemployed?” is now probably not a good one to ask Kathie said. “The ultimate question employers need to focus on is whether the candidate is qualified to do the job.”

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