



New Paid Parental Leave and 'Ban-the-Box' Laws Apply to Federal Employers

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About 2.1 million federal employees will soon be eligible for paid parental leave under a defense spending bill signed by President Donald Trump on Dec. 20. In an interview with *SHRM*, Columbia partner Cheryl Behymer says, "This is an area where the U.S. federal laws are not aligned with the laws many of our international employers are accustomed to, and we are definitely seeing a swing in the direction of increasing paid leave entitlements." The bill also contained a ban-the-box law. Cheryl noted that it "requires employers to wait until the conditional offer stage to initiate a background check, which is likely less burdensome to the employer than the procedures they have been using subsequent to the EEOC's guidance."

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