

## Bill Would Ban 'Unemployed Need Not Apply' Ads

News

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Jim McDonald, managing partner of the Irvine office, was quoted in the August 9 *Orange County Register* article "Bill Would Ban Unemployed Need Not Apply' Ads." The article noted that a bill currently working its way through the California Legislature would make job postings that discriminate against the unemployed illegal in the state. Such a bill would allow job applicants to file a complaint with the state labor commissioner if they felt that their unemployment status was the primary reason they didn't get a job. Jim said that California businesses could face more lawsuits and expenses if the bill is signed into law. "I think it's going to cause an increase in litigation against businesses by people who are not hired. The way the legislation is currently written makes individual managers personally liable, especially in cases for smaller businesses."

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