



# Labor & Employment Legal Update: Employee Background Checks

Speaking Engagements & Seminars

05.30.2014

Location: Haddonfield, NJ

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A Labor & Employment Breakfast Seminar will be presented by Archer , P.C. and CSS Check 360 on Friday, May 30, 2014. This course will discuss legal issues surrounding employee background checks, a legal update on employment applications and inside advice on reading and interpreting background checks.

## AGENDA:

8:00-8:30 am	Continental Breakfast
8:30-8:35 am	Introduction
8:35-9:00 am	Legal Issues Surrounding Employee Background Checks
9:00-9:30 am	Legal Update: "Ban the Box" Laws in Employment Applications
9:30-10:00 am	Inside Advice on How to Read and Interpret Background Checks
10:00-10:15 am	Questions and Answers

## TOPICS:

**Legal Issues Surrounding Employee Background Checks - Peter L. Frattarelli, Esquire**

Employee background checks are becoming more complex due to a number of developing legal hurdles and restrictions on the use of the information from these checks. Employers are now limited as to what information may be relied upon in rejecting an applicant, in light of new regulations from federal and state agencies. This presentation will provide a legal summary of issues that employers need to be wary of when conducting employee background checks, including criminal and credit histories.

**Legal Update: "Ban the Box" Laws in Employment Applications - Tracy Asper Wolak, Esquire**

In the past few years, numerous States and cities have passed legislation that restricts, in varying degrees, what employers may ask - and when -- about a job applicant's criminal history. These so-called "Ban the Box" laws may already be in place in your locality and are likely to be coming for all employers soon. This presentation will provide a summary of the Ban the Box laws and provide advice on the best steps employers should take to be prepared for these laws.

#### **Employee Background Checks - Lucille Moore and Mike Mamula, CSS Check 360**

Understanding and Adjudicating background reports can be a daunting task. Across the United States there are over 20,000 different offenses and when you divide that number, similar crimes have different names. Additionally, when interpreting background reports there is often times confusion on the disposition of cases when pertaining to your individual business hiring objectives. CSS's presentation will offer education on various dispositions and assist in understanding a background report.

#### **SPEAKERS:**

- \* Members of the Archer Labor and Employment Law Department
- \* Representatives of CSS Check 360, nationally-recognized Employee Background Check and Screening Company

#### **ABOUT ARCHER:**

Archer is a full-service law firm dedicated to creating value for our clients by providing high-quality, expert legal work and excellent service while controlling their legal expenses.

We deliver value by building strong relationships with our clients-relationships that help us understand the environment in which our clients operate, the goals they seek to accomplish, the results they want to achieve, and the challenges we must meet together. This approach to the practice of law has enabled us to grow to a firm of more than 180 lawyers in Pennsylvania, New Jersey, Delaware and New York. For more information about our firm, visit [www.archerlaw.com](http://www.archerlaw.com).

#### **ABOUT CSS CHECK 360:**

CSS partners with companies to achieve their goals by providing reliable data, valuable insight and efficient solutions. We offer background screening, laboratory testing and workforce monitoring solutions that are customized to your unique needs and tailored to help you achieve your goals as an organization. For more information about our company, visit [www.csscheck360.com](http://www.csscheck360.com).

#### **EDUCATION CERTIFICATIONS:**

- HR Certification Institute-Pre-Approved for 2.0 (General) recertification credit hours.
- New Jersey CLE: 2.0 credits (pending approval)
- Pennsylvania CLE: 1.5 credits (pending approval)

For more information and to register, please visit: <http://events.constantcontact.com/register/event?llr=n6xbr9cab&oeidk=a07e98bisdg2227fc74>



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## Related People



**Peter L. Frattarelli**

Partner

✉ [pfrattarelli@archerlaw.com](mailto:pfrattarelli@archerlaw.com)

☎ 856.354.3012

## Related Services

- Labor & Employment

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