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What Questions Can South Carolina Employers Ask During a Job Interview?

As labor law attorneys in Columbia, South Carolina, we advise employers regarding the types of questions they can ask during a job interview. A common question in interviews with job candidates includes their wage-earning history. Employers frequently ask this question to begin salary negotiations and to understand whether the employer can afford to hire the candidate. In January 2017, Philadelphia became the first city to ban this question in job interviews.

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Is a South Carolina Employer Required to Offer Leave?

As labor attorneys in South Carolina, we help businesses with questions about leave policies. One of the most important parts of a compensation package for employees is a company's leave policy. Consistent and strong leave policies can boost employee morale and improve employee retention. Leave policies can include annual vacation, maternity or paternity leave, sick leave, personal days and/or holidays. While leave is not required in the private sector, if a company chooses to offer leave to its employees, the policy must follow certain laws and be administered non-discriminatorily.

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