



criminal history questions on employee applications can lead to class action heartache

MSK Client Alert

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Kathleen D. Poole Section 432.7 of the California Labor Code prohibits employers in most circumstances from asking job applicants about arrests that did not result in conviction. However, a recent spate of class-action lawsuits invites attention to another Labor Code provision that also prohibits employers from asking job applicants about certain marijuana-related *convictions*.

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practice areas

employment litigation & counseling

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