



July 2021 Regulatory Updates

State Legislation

- [New York City Fair Chance Act: 2021 Amendments](#)
- [Michigan Supreme Court Pushes Back Effective Date for Personal Identifying Information Restrictions on Court Records](#)
- [Maine law will prohibit employers from inquiring about criminal history of applicants](#)
- [NYC Imposes New Limits On Use Of Criminal History In Hiring And Employment](#)
- [New Enforcement Guidance Issued for New York City Fair Chance Act as Key Amendments Take Effect](#)
- [New York City Issues Guidance On Fair Chance Act Amendments Effective July 29, 2021](#)
- [Updates to NYC Fair Chance Act Expand Protections for Applicants, Current Employees, Independent Contractors](#)
- [Louisiana 'Fair Chance' Law Restricts Employer Discretion in Considering Candidates' Criminal History](#)
- [Banning part of the box - criminal history inquiries during the application process](#)
- [United States: Amendments Expanding NYC'S "Ban-the-Box" Law Take Effect On July 29](#)
- [Louisiana Employers Now Subject to "Fair Chance" Law](#)
- [New York City's 'Ban-the-Box' Amendments Are in Effect](#)
- [NYC Commission on Human Rights Issues Updated Enforcement Guidance on Consideration of Criminal History in Hiring and Employment](#)
- [Louisiana Employers Now Subject to "Fair Chance" Law](#)

Data Privacy

- [Colorado Becomes Latest State with a Comprehensive Privacy Law](#)

Background Checks

- [The Dust Hasn't Settled Yet: Employers Must Continue to Be Thoughtful About Criminal Record Screening Policies](#)
- [Fair Credit Reporting Act: Policy check in – permissible purpose](#)
- [Why You May have A Background Check Done](#)
- [What To Do When Your Candidate Fails a Background Check](#)
- [Forensic audit sheds light on allegedly phony background checks by former school official](#)

- Health Workers Must Get Fingerprinted or Will Lose Jobs
- Huge Opportunity to Rethink Employee Background Checks : Daniel Yanisse

Lawsuits

- Supreme Court Provides Additional Guidance on FCRA Standing
- Supreme Court Narrows FCRA Class By More Than 75% Finding That The Majority Of The Class Lacked Standing
- Iowa Supreme Court Partially Invalidates Waterloo “Ban-the-Box” Law
- Banning part of the box - criminal history inquiries during the application process
- California Court Of Appeal Ruling Could Severely Restrict Employment Background Checks
- Update: Supreme Court Holds No Concrete Injury in FCRA Class Action Case
- FCRA Year in Review: Key FCRA Appellate Decisions
- Supreme Court Provides Additional Guidance on FCRA Standing
- United States: "No Concrete Harm, No Standing" To Sue In Federal Court
- Supreme Court Denies Article III Standing Based on Risk of Future Harm
- District Court Says Supreme Court Ruling on Standing in Class Actions Does Not Apply to Privacy Claims
- An obscure Supreme Court ruling is a cautionary tale of federal power
- United States: Supreme Court: "Concrete Injury" Required For Standing In Federal Court
- Ninth Circuit Affirms Summary Judgment for CRA in FCRA Litigations, Reiterating Requirement of Actual Harm for Negligent Violations of the Statute
- TransUnion v. Ramirez - Part I: What does the Supreme Court's decision mean for your FCRA practice
- U.S. Supreme Court Clarifies Circuit Split – Privacy Suits Require Concrete Harm for Article III Standing
- TransUnion LLC v. Ramirez: “Concrete Harm” Requirement Clarified in Consumer Class Actions
- No Harm, No Foul: Supreme Court Narrows Article III Standing to Require That All Class Members Suffer a Concrete Injury in Fact
- Actual Harm Required in Consumer Class Actions for FCRA
- Federal district court concludes FCRA does not require consumer reporting agencies to verify legitimacy of end users’ businesses
- New Restriction on Background Checks in California

Big Brands

- T-Mobile Workers Fight Uphill To Save Fair Credit Claims

Drug Testing

- [Iowa Supreme Court Takes on Employer Drug Testing Practices](#)
- [Iowa Supreme Court Takes on Employer Drug Testing Practices](#)
- [Reminder To Employers: Be Consistent With Similarly Situated Employees](#)
- [Navigating Your Workplace Drug Testing Protocol After The Pandemic](#)
- [5 Things You Need to Know About Pre-Employment Drug Tests](#)
- [What Do I Do With My Workplace Drug Policy Now That Cannabis Is Legal in Illinois and My Employees Are Remote?](#)
- [Sha'Carri Richardson and Workplace Drug Testing](#)
- [Health Care Employer FAQs On Maintaining A Drug-Free Workplace In New York City](#)
- [Channel 9 tracks down CEO of tea company women blame for failed drug tests](#)
- [Search for labor accelerating shift away from drug testing](#)
- [Labor shortage accelerates shift away from drug testing for new hires](#)
- [Workforce drug test positivity rates evidence of marijuana consumption](#)
- [Can CBD Make You Fail a Drug Test?](#)
- [Can Delta-8 THC Make You Fail A Drug Test?](#)
- [Connecticut Legalizes Recreational Marijuana, Will Allow Employers to Continue Prohibiting Recreational Marijuana Use](#)
- [Iowa Supreme Court Takes on Employer Drug Testing Practices](#)
- [A man failed workplace drug test days after N.J. legalized weed and was fired. Now he's suing.](#)
- [LAWSUIT: NJ Man Fired For Failing Workplace Drug Test Days After Weed Legalized, Report Says](#)
- [New marijuana law in Virginia means some employers may change their drug testing policies as an employment condition](#)

Credit Checks

- [Looking for a Job? Check Your Credit Report First.](#)
- [CFPB Issues Warning to Landlords and Consumer Reporting Agencies](#)

Marijuana Legalization

- [The Week in Weed: July 9, 2021](#)
- [The Week in Weed: July 16, 2021](#)
- [The Week in Weed: July 23, 2021](#)
- [The Week in Weed: July 30, 2021](#)