



AUGUST 2019 - REGULATORY UPDATES

STATE LEGISLATION

- [Illinois Amends Equal Pay Act To Ban Questions About Applicants' Pay History](#)
- [Hiring in New Jersey? Salary History Ban Sprouts in Garden State](#)
- [Nevada Will Restrict Pre-Employment Marijuana Drug Testing Starting January 1, 2020](#)
- [Employment Law This Week®: Cannabis User Protections, WHD Opinion Letters, New Salary History Bans, NYS Anti-Harassment Training Deadline](#)
- [New Illinois law prevents employers from asking about past salary information](#)
- [Illinois Bars Questions of Wage History And Expands Equal Pay Act Protections](#)
- [New Jersey Passes New Salary History Ban](#)
- [New Jersey Joins the Salary History "Ban" Wagon](#)
- [Has New York Become the New California for Employment Law?](#)
- [New York Enacts Law Prohibiting Inquiry and Reliance on Salary History Data](#)
- [Columbia Won't Ask Criminal, Wage History on Initial Job Applications](#)
- [Waterloo council debates 'ban-the-box' plan](#)
- [New Jersey Employers May Not Inquire About Salary History](#)
- [Illinois Employers Face New Restrictions on Job Applicant Inquiries](#)
- [Columbia first in SC to pass 'Ban the Box' ordinance](#)
- [Colorado Ban-the-Box Law Goes into Effect on September 1, 2019 \(US\)](#)
- [Illinois Becomes Latest To Ban Salary History Inquiries](#)
- ['Ban the box' plan advances](#)
- [Rome board split on 'ban the box' asking about felonies on job applications](#)
- [State law now allows automatic suspension of teachers' licenses when charged with serious crimes](#)
- [Employers Beware: Sweeping Changes to Illinois Employment Laws on the Horizon](#)
- [Colorado "Bans The Box" For Private Employers On September 1, 2019](#)

FEDERAL LEGISLATION

- [CFPB Complaints on the Decline; Industry Continues Strong Response](#)
- [FTC Approves Final Consent Order Settling Charges That Background Screening Company Falsely Claimed Compliance with EU-U.S. Privacy Shield Framework](#)

BACKGROUND CHECKS

- [Employing the Formerly Incarcerated: A Global Perspective](#)

- [Room rentals are out, background checks are in for Leander Public Library](#)
- [Assistant principal convicted of indecent exposure cleared Cy-Fair ISD criminal background check](#)
- [Killer linked to cold-case Florida murder through fingerprint background check for job gets life](#)
- [Churches conducting more background checks, but sex offenders still slipping through cracks](#)
- [Penn Hills official faces removal over background check policy](#)
- [Top 5 Reasons Why Police Checks is Essential in Pre-employment Process.](#)
- [Can Background Checks be Conducted on Current Employees?](#)
- [Due Diligence: It Applies Equally To Properties And Prospective Tenants](#)
- [New Missouri law requires background checks for school volunteers](#)
- [Background checks required for school volunteers](#)
- [Suit alleges child care background checks are unlawful, discriminatory](#)
- [Here's What Campus Employee Background Checks Should Include](#)

LAWSUITS

- [The District of Massachusetts Declines to Strike FCRA Class Claims in McIntyre v. RentGrow, Inc.](#)
- [Judge says Bentonville clerk violated Freedom of Information Act](#)
- [Federal Appeals Court Strikes Down EEOC's Criminal Background Guidance In Texas - 3 Things For Employers To Know](#)
- [NEW LAW HELPS ILLINOIS RESIDENTS IN CRIMINAL JUSTICE SYSTEM GAIN EMPLOYMENT IN HEALTH CARE](#)
- [Fifth Circuit Finds EEOC Overreached in Issuing Criminal Background Guidance](#)
- [Federal Appeals Court Strikes Down EEOC's Criminal Background Guidance In Texas](#)
- [Texas Wins Challenge to EEOC Guidance on Criminal Background Checks](#)
- [Fifth Circuit Says EEOC Cannot Use 2012 Criminal Background History Guidance — What Does this Mean?](#)
- [United States: Federal Appeals Court Finds The EEOC's Criminal Background Check Guidance Unenforceable](#)
- [EEOC takes a hit in criminal background case](#)
- [Another Court Rules Independent Contractor Not an Employee Under FCRA](#)
- [Lawsuit Claims New State Background Checks Discriminate Against Childcare Workers](#)
- [Navy BaLegalization, New Memo Saysns Sailors From Using CBD Despite Federal Hemp](#)

BIG BRANDS

- [Uber Adds 2nd Background Check For NYC Drivers](#)

DRUG TESTING

- [NAACP says popular drug test causes black people to falsely test positive for cocaine](#)
- [Hampton Roads groups talk racial disparity with hair follicle drug testing by employers](#)

- [Nevada Will Restrict Pre-Employment Marijuana Drug Testing Starting January 1, 2020](#)
- [Popular Drug Testing Method Producing False Results For Black People, NAACP Says](#)
- [CBD oil could cause you to fail a drug test](#)
- [Cannabis Oil Complicates Drug Testing](#)
- [Pure CBD Won't Make You Fail a Drug Test, But...](#)
- [Canada: Sober Second Thought Key To Proving Reasonable Cause For A Drug Test](#)
- [NAACP Sheds Light On Racial Bias Of Hair Follicle Drug Testing](#)
- [Ferry Captain Suspended Pending Drug Test Results](#)
- [Captain Of Ferry That Ran Aground In Boston Harbor Off Job Pending Drug Test](#)
- [United States: Are Multi-State Employers "Rolled Too Tight" On Their Drug Testing Policies?](#)
- [CBD users worry they'll fail drug tests](#)
- [United States: Workplace Drug And Alcohol Testing In Canada: A Primer For Manufacturing Employers](#)
- [Will THC Be Removed From Drug-Test Screenings Starting on Aug. 30?](#)

CREDIT CHECKS

- [Why Employment Credit Checks May Soon be a Thing of the Past](#)
- [New York City's Affordable Housing Lottery To Remove Credit Check Requirement](#)
- [In Major Policy Shift, City Makes Credit Checks Optional for Affordable Housing Applicants](#)
- [How to spot a bad tenant](#)
- [What does medical marijuana mean for drug testing in Louisiana?](#)

MARIJUANA LEGALIZATION

- [Arizona Marijuana Legalization Initiative Takes First Step Toward 2020 Ballot](#)
- [No, Ohio did not accidentally legalize marijuana. But a new hemp legalization law is causing problems for prosecutors](#)
- [Illinois municipalities seek clarifications on recreational marijuana legalization](#)
- [Canada begins issuing pardons for cannabis possession convictions](#)
- [End of pre-employment drug testing doesn't mean you can't still be fired for marijuana](#)
- [Up In Smoke: Pre-Employment Marijuana Testing Goes Poof In NYC And Nevada](#)
- [Why Marijuana Could Be Legal in Florida as Soon as 2020](#)
- [Are Employers Required To Accommodate Medical Marijuana?](#)
- [Big Changes To Workplace Medical Marijuana Laws In New Jersey And New York](#)
- [New Jersey Lawmakers Increase Employment Protections for Medical Marijuana Users](#)
- [Client Alert: Illinois Legalizes Recreational Marijuana](#)
- [Illinois' New Recreational Marijuana Law Creates New Hurdles for Employers with Zero Tolerance Policies](#)

GDPR

- [Australian privacy law amendments to cover data collection and use by digital platforms](#)

- [Processor or Controller? It Really Depends](#)
- [Cyber attacks on government agencies becoming more common, experts say](#)