



NOVEMBER 2019 - REGULATORY UPDATES

State Legislation

- [An overdue end to housing discrimination in Baltimore County](#)
- [Berkeley may remove criminal checks in housing applications, angering landlords](#)
- [Berkeley considers removing criminal background checks from housing applications](#)
- [Credit reporting trade association seeks injunction to block NJ law requiring credit reports to be made available in multiple languages](#)
- [Alderman wants to 'ban the box' about criminal history from all job applications in St. Louis](#)
- [Proposed Bill May Require Background Checks on Delivery Drivers](#)
- [Top Berkeley news: City considers nixing criminal background checks from housing applications; more](#)
- [After Boca woman's murder, proposed bill would require background checks on delivery personnel](#)
- [Berkeley could ban criminal background checks in rental housing](#)
- [California Attorney General Publishes Proposed CCPA Regulations](#)
- [Year-end reminder: New Jersey's salary history ban takes effect January 1, 2020](#)
- [Berkeley could ban criminal background checks in rental housing](#)
- [Cook County reduces use of criminal background checks on renters](#)
- [Cook County reduces use of criminal background checks on renters](#)
- [Puerto Rico Enacts Restrictions on Use of Credit History in Employment](#)
- [Waterloo, Iowa Enacts Ban the Box Restrictions](#)

FEDERAL LEGISLATION

- [Supreme Court to Decide Whether Structure of the Consumer Finance Protection Bureau is Constitutional](#)
- [CFPB settles enforcement action against employment background screening company for alleged FCRA violations](#)
- [CFPB Weighs in on Key Background Check Issue: What is an Adequate Basis to Attribute a Criminal Record to an Individual?](#)

GDPR

- [California Consumer Privacy Act Amendments and Proposed Rules: Benefit or Burden?](#)
- [New State Bills Inspired by the California Consumer Privacy Act May Re-appear Next Year](#)
- [Why Employers Need To Pay Attention Right Now To California's Consumer Privacy Law](#)

BACKGROUND CHECKS

- [Do you “like” me? Are we “friends”? A social media update for employers](#)
- [Convicted sex offender coached football at another school; Fenwick head coach dismissed](#)
- [Convicted sex offender coached football at another school; Fenwick head coach dismissed](#)
- [Do You “Like” Me? Are We “Friends”? A Social Media Update For Employers](#)
- [Identity theft, forgery charges filed for Monroe woman with \\$33K theft history](#)
- [Aging agencies need better background checks, auditor says](#)
- [Great volunteer, criminal past. How did he get inside a Tampa middle school?](#)
- [Compliance News Flash](#)
- [The Challenges for Background Screening in Latin America](#)
- [Employers Are Still Avoiding Former Inmates](#)
- [Why Are Background Checks Important](#)
- [Reality Check: Pressing Prichard leaders on background check protocol for police officers](#)
- [San Diego City Council passes new rules for massage businesses](#)
- [Missteps with background check forms can be costly](#)
- [Avoiding discrimination in employee background checks](#)
- [Why Small Businesses Should Do Background Checks Before Hiring Someone](#)
- [Missteps with background check forms can be costly](#)
- [Job searching while you have criminal charges pending](#)
- [Background Check Services: How to Choose the Right Company?](#)
- [City, MTA botching background checks of transit workers: Audit](#)
- [Report finds many free dating apps don't screen for sex offenders](#)
- [LAX BACKGROUND CHECKS LED TO RISKY MTA HIRES, PROBE FINDS](#)

Big Brands

- [Dollar General ends EEOC background check suit with \\$6M settlement](#)
- [Amazon sued over firing of medical marijuana patient who failed drug test](#)
- [Senator urges Uber and Lyft to run fingerprint background checks](#)
- [Blumenthal calls on Uber, Lyft to share data on risky drivers, implement fingerprinting](#)
- [Lawsuit: NJ man sues Amazon over termination for use of medical marijuana, report says](#)
- [United States: Dollar General Reaches Settlement With The EEOC In Years-Long Background Check Bias Suit](#)
- [Amazon fired me for failing drug test even though I’m a medical marijuana patient, N.J. man’s lawsuit says](#)
- [Dollar General pays \\$6 mln to settle EEOC claims of race bias in background checks](#)
- [Some Boy Scouts volunteers say new background checks are too invasive](#)

LAWSUITS

- [COURT DECERTIFIES 6.5 MILLION MEMBER CLASS IN BACKGROUND CHECK SUIT](#)

- [FIRST DAY ON THE JOB AND ON NOTICE: WHEN THE STATUTE OF LIMITATIONS BEGINS FOR EMPLOYER BACKGROUND CHECKS](#)
- [NINTH CIRCUIT EASES PATH FOR FCRA PLAINTIFFS](#)
- [COURT DECERTIFIES 6.5 MILLION MEMBER CLASS IN BACKGROUND CHECK SUIT](#)
- [WASHINGTON STATE SUPREME COURT UPHOLDS SEATTLE'S FIRST-COME, FIRST-SERVED LAW FOR RENTERS](#)
- [UNITED STATES: NINTH CIRCUIT RULES THAT USERS, NOT CONSUMERS, MUST PROVE AN AUTHORIZED PURPOSE FOR OBTAINING A CONSUMER REPORT](#)
- [11TH CIRCUIT REINSTATES FCRA SUIT, ADDRESSES "FALSE PRETENSES"](#)
- [NINTH CIRCUIT RULES THAT USERS, NOT CONSUMERS, MUST PROVE AN AUTHORIZED PURPOSE FOR OBTAINING A CONSUMER REPORT](#)
- [FIRST DAY ON THE JOB AND ON NOTICE: WHEN THE STATUTE OF LIMITATIONS BEGINS FOR EMPLOYER BACKGROUND CHECKS](#)
- [UNITED STATES: NINTH CIRCUIT RULES THAT USERS, NOT CONSUMERS, MUST PROVE AN AUTHORIZED PURPOSE FOR OBTAINING A CONSUMER REPORT](#)

DRUG TESTING

- [Saliva Instead of Urine for Drug Testing?](#)
- [Medical Marijuana gets a New "Test Case" in PA](#)
- [Strict, 'zero tolerance' company drug policies costing CBD users their jobs](#)
- [Some CBD products may yield cannabis-positive urine drug tests](#)
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- [Court Upholds Termination Of Employee Who Claimed Failed Drug Test Was Due to Over-the-Counter Medications](#)
- [Fired for CBD: Employees have little recourse if they're sacked for a positive drug test](#)
- [CBD products may yield cannabis-positive urine drug tests](#)
- [Illinois trucker flunked drug test; claims fraud by CBD candy maker](#)
- [Marijuana Breathalyzers: Could New Testing Methods Help Employers And Employees?](#)
- [Does it Violate Public Policy to Terminate a Drunk Employee? "Absolut"-ly Not](#)
- [Trucker files class action lawsuit against CBD gummy manufacturer after failed drug test](#)
- [Legal CBD use could lead to failed drug tests, study shows](#)
- [CBD Products May Yield Positive Drug Test](#)
- [Decision on Positive Drug Test Reveals the Future of Medical Pot and Drug Testing](#)
- [Legal CBD Products May Make You Test Positive For Cannabis In Urine Drug Tests, Johns Hopkins Study Says](#)
- [What Every Employer Needs To Know About CBD](#)
- [Marijuana Breathalyzers: Could New Testing Methods Help Employers And Employees?](#)
- [Single vaping session of cannabis can lead to positive results in urine drug tests](#)
- [Problematic drug hair test for Boston police officers should be retired](#)
- [CBD: Can it cause you to fail a drug test?](#)

- [Claim that over-the-counter medication caused positive drug test doesn't reverse termination](#)
- [Massachusetts legal groups decry controversial hair drug test implicating black officers, urge Boston police to drop the practice](#)
- [Common questions about the FMCSA Clearinghouse](#)
- [New oral fluid guidelines for Federal testing](#)
- [6 Things You Didn't Know About Drug Testing: A Rookie's Guide](#)
- [National Survey paints an optimistic picture](#)
- [United States: Illinois Legislature Amends Marijuana Law, Bringing Clarity, Relief To Employers With Workplace Drug-Testing Programs](#)
- [Agencies Are Cracking Down on Employees' Opioid Use, Both Legal and Illegal](#)
- [Some employers ban marijuana use, even with card](#)

CREDIT CHECKS

- [8 Reasons Why Your Workplace Is Concerned About Your Credit](#)
- [How to Become a Landlord: 11 Steps](#)
- [8 Reasons Why Your Workplace Is Concerned About Your Credit](#)
- [New Puerto Rico Law Limits Employers' Use Of Credit Reports In Employment Decisions](#)
- [New Legislation Precludes Employers in Puerto Rico from Using Credit Reports or Credit History to Take Employment Actions](#)
- [New Puerto Rico Law Limits Employers' Use of Credit Reports in Employment Decisions](#)

MARIJUANA LEGALIZATION

- [17 States Where Marijuana Remains Illegal](#)
- [Medical Marijuana on Your Mind?](#)
- [Illinois General Assembly Passes Amendments to Recreational Cannabis Law Reducing Some Employer Liabilities](#)
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