



SEPTEMBER 2019 - REGULATORY UPDATES

STATE LEGISLATION

- [New York State Ban Employers from Inquiring about Salary History](#)
- [Hiring and wage and hour law in Pennsylvania](#)
- [Employment & Labor in Arizona](#)
- [New York State Prohibits Employment Discrimination Based on Religious Attire, Clothing and Facial Hair](#)
- [New York and New Jersey Ban Salary Inquiries](#)
- [Proliferating 'Ban the Box' Laws Expand Patchwork for Employers](#)
- [Minneapolis limits the reach of landlords doing background checks](#)
- [Small landlords fear Minneapolis limits on tenant screening](#)
- [Rural Arts pledges to 'Ban the Box' to help ex-offenders](#)
- [Caution: Ban Ahead - The Rise in Bans on Salary History Inquiries Requires Employer Diligence](#)
- [New Jersey Passes Law Prohibiting Employers from Requesting Applicant's Salary History](#)
- [Preparation and Training Critical as Illinois Employers Face New Legal Landscape](#)
- [United States: Closing Bell: California Legislature Passes Numerous CCPA Amendments And Other Privacy Bills On Final Day Of 2019 Session](#)
- [DC leaders consider 2 bills aimed at dropping workplace marijuana testing](#)
- [New Jersey prohibits employers from asking about salary history](#)
- [Get Ready for Maryland's New Employment Laws Going into Effect October 1](#)
- [Illinois Mid-Year Employment Law Update: Navigating Your Organization through the Sea of Employment Law Changes in Illinois](#)
- [Expungement reform in New Jersey – Where are we now?](#)
- [It's Not Just California Anymore: State and Local Laws Challenge the Multijurisdictional Employer](#)
- [Weinroth Wants Background Checks, and More on Boca National](#)
- [Columbia, South Carolina Limits Inquiries About Applicants' Criminal and Salary Histories](#)
- [Columbia, South Carolina Enacts Ban-the-Box Law](#)
- [Illinois Bans Employer Inquiries on Salary History, Continues Trend](#)

FEDERAL LEGISLATION

- [FMCSA officially adopts rules requiring background checks for hazmat CDL endorsement](#)

BACKGROUND CHECKS

- [DHHS expand law requiring more comprehensive background check for child care workers](#)

- [U.S., Europe split over U.N. efforts to expand airport employee screening: sources](#)
- [Tougher checks for taxi drivers to be introduced in Wiltshire](#)
- [Legislators asked to support background checks for delivery workers](#)
- [Minnesota fairgoers support criminal background checks](#)
- [Palm Beach Co. Commission to ask lawmakers for mandatory background checks for delivery persons](#)
- [Foiling Unethical Job Seekers](#)
- [Local education advocate upset over recent background checks for SCS employees](#)
- [United States: Background Check Best Practices After 5th Circ. EEOC Ruling](#)
- [Minneapolis Doesn't Want Landlords to Check Tenants' Criminal History, Credit Score, Past Evictions](#)
- [3 Hiring Shortcuts That Put Your Company At Risk—And 3 To Consider Instead](#)
- [Hiring and wage & hour law in Canada – Ontario](#)
- [Employment & Labor in Utah](#)
- [Principal accused of sexual misconduct was hired by Matteson school district without background and reference checks, records show](#)
- [Prince George's school friends have to pass a background check to have play dates with the royal](#)
- [Compliance News Flash](#)
- [Employment & Labor in Wyoming](#)
- [Employment & Labor in Nevada](#)
- [California Employment Law Notes](#)
- [Hiring and wage & hour law in Arizona](#)
- [Employment & Labor in Vermont](#)
- [Employment & Labor in Colorado](#)
- [Hiring and wage & hour law in Arizona](#)
- [Employment & Labor in New Jersey](#)
- [How To Get Serious About Employee Background Checks](#)
- [Employment & Labor in Massachusetts](#)
- [Hiring and wage & hour law in Nevada](#)
- [Hiring and wage & hour law in Utah](#)
- [Employment and labor in North Carolina](#)
- [Hiring and wage & hour law in North Carolina](#)
- [Pepper Rutland of Baton Rouge Asks: "How Can you Choose Quality Employees?"](#)
- [How To Get Serious About Employee Background Checks](#)
- [Compliance News Flash](#)
- [How landlords can deal with tenants from hell like Birmingham mum who trashed house](#)
- [Employment & Labor in Minnesota](#)
- [Hiring and wage & hour law in Colorado](#)

- [Beware The Grinch: Why Employers Can't Let Their Guards Down When Hiring Holiday Workers](#)
- [Employment & Labor in Alabama](#)
- [Managing the employment relationship in Colorado](#)
- [Family of murdered woman calls for new laws on delivery workers](#)
- [Key Takeaways from the 2019 NAPBS Annual Conference](#)
- [Family of home delivery murder victim file lawsuit, push for background checks](#)
- [Hiring and wage & hour law in Massachusetts](#)
- [Managing the employment relationship in New Mexico](#)
- [Beginning Oct. 1, new day care providers required to complete background check](#)
- [Employment & Labor in California](#)
- [Employment and labor law in Tennessee](#)
- [FTC and CFPB to Host Workshop on Accuracy and Background Screening Reports](#)
- [Landlords from Schenectady, elsewhere in state, fret over strengthened tenants rights](#)
- [Employment & Labor in Connecticut](#)
- [Hiring and wage & hour law in Texas](#)
- [Hendry County School District under scrutiny for not adequately screening for sex predators](#)

BIG BRANDS

- [Lyft sexual assault suit alleges inadequate background checks, investigations](#)
- [168 drivers shouldn't have been working for Uber and Lyft in Portland, including two convicted felons](#)
- [168 Uber and Lyft drivers suspended for offenses, including felonies, that should have barred them from employment: Officials](#)
- [Family sues Best Buy after the death of a 75-year-old woman who police say was bludgeoned and set on fire by a man delivering her washing machine](#)
- [ICYMI: Uber, Lyft driver checks miss convicted murderer, sex offender](#)
- [Eugene Police: Uber, Lyft driver background checks have holes](#)
- [Uber reportedly tells its staff not to disclose potential crimes](#)

LAWSUITS

- [TOP TIP: EEOC's Criminal Background Check Guidance Enjoined by Fifth Circuit - What Does This Mean for Employers?](#)
- [Molested children sue Optimist group, saying background check did not flag pedophile](#)
- [Lawsuit: Background check would have averted Boca hammer death](#)

DRUG TESTING

- [What Employers Can Learn From The Opioid-Related Death Of Baseball Player Tyler Skaggs](#)
- [Veteran truck driver blames CBD oil for failed drug test, job loss](#)
- [Do Energy Drinks Show Up as Various Illicit Substances in Drug Tests?](#)

- [What to know about the 10-panel drug test](#)
- [A growing share of workers in these industries is failing drug tests — and public safety could be at risk](#)
- [CBD use causes woman to lose MaineHealth job](#)
- [Industry-specific workplace drug testing data](#)
- [Workforce Drug Positivity Increases in More Than One-Third of U.S. Industry](#)
- [CBD AND DRUG TEST: HOW LONG DOES CBD OIL STAY IN YOUR SYSTEM?](#)
- [Employers Puzzle Over Future Rules On Workplace Cannabis Impairment](#)
- [Cannabis Abyss: Keeping up with Workplace Drug Testing](#)
- [After failing drug test, Oregon woman wants to warn others about some CBD products](#)
- [Study: Major Split Between Truck Driver Urinalysis and Hair-Testing for Drugs](#)
- [Washington, DC: Mayor Signs Order Expanding Workplace Protections for Cannabis Consumers](#)
- [After failing drug test, Oregon woman warns others about some CBD products](#)
- [After failing drug test, woman warns others about some CBD products](#)
- [Don't get lost in the weeds. Using legal CBD products in Texas could cost you a job](#)
- [Failed Drug Test Prompts Woman To Warn About CBD Product Use](#)
- [Warning to Federal Employees and Those With Security Clearance: CBD Use Puts Jobs in Jeopardy](#)
- [Should job seekers be penalized for personal-time use of cannabis?](#)
- [Why consumers are claiming positive drug test results after using CBD oil](#)
- [His Back Hurt So He Tried CBD -- It Cost Him His Job](#)
- [Why consumers are claiming positive drug test results after using CBD oil](#)
- [West suburban school bus driver warns of CBD use after failing drug test, losing job](#)
- [Woman says she was placed on leave after testing positive for THC after using CBD product](#)
- [Can CBD Cause You To Fail A Drug Test?](#)
- [Positive Drug Tests Rise by Double-Digits in 1/3 of Industry Sectors](#)
- [Adult-Use Legalization Could Hurt Michigan Workers at Drug-Testing Time](#)
- [Floridians testing positive for drugs more often](#)
- [SPS bus drivers warned to use caution with CBD oil](#)
- [WAAY 31 I-TEAM: SOME PEOPLE IN NORTH ALABAMA USING FAKE URINE TO CHEAT ON DRUG TESTS](#)
- [USING FAKE URINE TO CHEAT DRUG TESTS](#)
- [Marijuana Accommodations In The Workplace: Your Employees Are Smoking Pot—Now What?](#)
- [Officials: NJ Police Officer Arrested Twice on Drug Charges, Fired After Refusing Drug Test](#)
- [Police officer fired for refusing drug test](#)
- [Will THC Be Removed From Drug-Test Screenings Starting on Aug. 30?](#)

CREDIT CHECKS

- [Jury awards \\$101,000 to Portland man who sued Wells Fargo for not fixing credit report due to ID theft](#)

MARIJUANA LEGALIZATION

- [Texas' Expansion of Medical Marijuana May Impact Employers](#)
- [Recreational Marijuana and Workers' Compensation: What Employers Need to Know](#)
- [Employee use of marijuana — where are we headed?](#)
- [Former Federal Prosecutor's Marijuana Legalization Measure Advances In South Dakota](#)
- [Wisconsin lawmakers push bipartisan bill to legalize medical marijuana](#)
- [Medical Marijuana Can be a Tricky Issue for Arizona Employers](#)