



February 2021 - Regulatory Updates

State Legislation

- [Philadelphia Amends Ordinances Regulating Employer Use of Criminal and Credit History Information](#)
- [Takeaways from Jackson City Council meeting](#)
- [Plan to end criminal history questions on Jackson housing applications moves forward](#)
- [Illinois Set To Enact New Law Limiting Criminal Convictions In Employment Decisions](#)
- [Illinois Set to Provide Enhanced Employment Protections to Ex-Offenders](#)
- ['Fair Chance' Housing Ordinance In Jackson Would Offer Bar Discrimination Based On Criminal History](#)
- [New York City Amends Fair Chance Factors Under Ban-the-Box Law](#)
- [Bill Criminalizing Use Of Fake Urine In Workplace Drug Tests Sent To Gov](#)
- [Don't Cheat on an Iowa Employer's Drug or Alcohol Test—You Could Now Go to Jail](#)
- [New York City Expands Its Ban the Box Law](#)
- [New York City Amends Fair Chance Factors Under Ban-the-Box Law](#)
- [Bill Would Require Drug Testing For Teachers And Legislators](#)
- [W.Va. Drug Court Graduate Seeks Statewide Expungement Reform](#)
- [Philadelphia Expands Background Screening Ordinances](#)
- [Ann Arbor City Council talks housing support for formerly incarcerated individuals, snow removal plans](#)
- [California Bill Would Ban Most Pre-Employment Drug Tests For Marijuana](#)
- [New York City Expands Applicant and Employee Protections Under Its "Ban the Box" Law](#)
- [No More Urine Tests: Proposed California Law Would End Most Workplace Marijuana Tests](#)

Federal Legislation

- [DHS Delays Effective Date of H-1B Selection Final Rule](#)

Data Privacy

- [HB 2307 Consumer Data Protection Act; establishes a framework for controlling and processing personal data.](#)
- [Data Collection Class Actions On The Rise: Consider Your Privacy Compliance](#)
- ["Made in Canada" – What is happening to Privacy by Design under the CPPA?](#)
- [Portland, OR and New York City Follow Illinois' Lead on Private Rights of Action in Biometric Privacy Legislation](#)
- [With Supreme Court Privacy Case Pending, Silicon Valley Weighs In](#)

Background Checks

- [Does Your Company Give Employees And Applicants A “Fair Chance”? Navigating Expanding Criminal Background Inquiry Bans Across The Country](#)
- [Compliance News Flash - February 2021 #1](#)
- [The Fair Chance Housing Policy Movement Catching On Across the Country](#)
- [Illinois, New York City, And Philadelphia Revise Background Screening Laws](#)
- [The Importance of Background Checks](#)
- [What Information Can I Get From A Background Check?](#)
- [Know Before You Hire: 3 Employment-Screening Trends in 2021](#)
- [Types of Jobs That Require Pre-Employment Drug Testing](#)
- [FOX 13 Investigates: Dozens Of Educators Accidentally Hired Without Full Background Check](#)
- [PA Working To Decrease Elder Abuse By Updating Background Check Process](#)
- [Checking People: Why a Background Review Service Could Save Your Company](#)
- [School Janitor Arrested On Child Porn Charges Passed N.J. Background Check, Superintendent Says](#)
- [What You Need to Know About Background Checks for Caregivers](#)

Lawsuits

- [TransUnion LLC v. Ramirez](#)
- [Divided Second Circuit Rejects Race Discrimination Claim Tied to Criminal Convictions](#)
- [Ten Key FCRA Decisions of 2020](#)
- [Court Allows Wrongful Termination Suit to Proceed](#)
- [Failure to Conduct a Thorough Investigation Was Not Willful Disregard of Furnisher’s Duty to Conduct Reasonable Investigation](#)
- [South Bay man gets probation for lying about White supremacist membership](#)
- [Supreme Court to Address Article III Standing Requirements of Absent Class Members](#)
- [2nd Cir. Won’t Reconsider Whether Criminal History Hiring Ban Disparately Impacted Black Applicants](#)

Big Brands

- [Large Employers in Maine Drop Cannabis from Drug Screening](#)

Drug Testing

- [Seven Facts About Urine Drug Testing](#)
- [Beyond Pre-Employment Drug Testing](#)
- [Bill Would Allow Injured Workers To Rebut Positive Drug Test Results](#)
- [Some Maine Employers No Longer Require Marijuana Tests](#)
- [Can employment drug screening detect alcohol use?](#)
- [FMCSA Drug Clearinghouse Posts Scary Numbers](#)
- [FMCSA: More Drivers Returning To Work After Drug Violations](#)
- [Workplace Drug Testing Do’s and Don’ts](#)

Credit Checks

- [More Consumers Complain About Errors on Their Credit Reports](#)
- [Philadelphia Expands Ordinance Limiting Employer Use of Credit Checks](#)

Marijuana Legalization

- [The Week in Weed: February 5, 2021](#)
- [The Week in Weed: February 12, 2021](#)
- [The Week in Weed: February 19, 2021](#)
- [The Week in Weed: February 26, 2021](#)
- [The New Age Of Marijuana White Paper](#)
- [NLRB Division of Advice Finds Cannabis Workers Not Covered by Federal Labor Law](#)
- [NJ Enacts Recreational Marijuana Legislation with Employment Protections](#)
- [Recreational Marijuana Is Legal in New Jersey: What Employers Need to Know](#)
- [New Jersey Cannabis Legalization Imposes New Burdens on Employers](#)
- [How Being A Medical Marijuana Patient Affects Your Employment Rights In Pennsylvania](#)
- [The Cannabis Conundrum: A Warning For Employers](#)
- [New Jersey Extends Employment Protections To Recreational Marijuana Using Employees \(US\)](#)
- [Missouri Employer Had Just Cause To Terminate Union Employee Who Tested Positive For Marijuana, Despite Lack of Workplace Impairment](#)
- [Case Law and Statutory Updates on the Legalization of Marijuana in New Jersey](#)
- [New Jersey Legalized Recreational Cannabis – What do Pennsylvania Employers Need to Know?](#)
- [Are Medical Marijuana Users Protected by the Pennsylvania Human Relations Act?](#)
- [Missouri Employer Had Just Cause To Terminate Union Employee Who Tested Positive For Marijuana, Despite Lack of Workplace Impairment](#)
- [United States: New Jersey Legalizes Recreational Marijuana Use: What This Means For Employers](#)