



## July 2020 - Regulatory Updates

### State Legislation

- [San Francisco Provides Right to Reemployment for Recently Laid Off Employees](#)
- ['This is a huge step forward': A second chance for Georgians with a criminal history](#)
- [Bipartisan bill removes barriers for people with criminal convictions to find employment](#)
- [San Francisco Enacts 'Right to Reemployment' Ordinance](#)
- [UM may 'ban the box,' stop asking applicants about criminal history](#)
- [Ban the Box ordinance fails to pass; final decision to be made July 27](#)
- [What Employers Might Have Missed In The First Half Of 2020: From Ban The Box Laws To Marijuana Measures A Midyear Compliance Update](#)
- [Hiring and wage & hour law in USA \(Mississippi\)](#)
- [Fair Share Housing Center hails landmark "Ban the Box" Housing Bill](#)
- [Criminal record will no longer bar people outright from seeking occupational licenses in R.I.](#)
- [Now you can check on anyone who might be a danger to kids as NI's Sarah's Law extended](#)
- [Hiring and wage & hour law in Alabama](#)
- [Hiring and wage & hour law in California](#)
- [Hiring and wage & hour law in Colorado](#)
- [Understanding California's Ban-The-Box Law](#)
- [Bill would prohibit background checks until conditional job offer](#)
- [Hiring and wage & hour law in Indiana](#)
- [Hiring and wage & hour law in Massachusetts](#)
- [Hiring and wage & hour law in Minnesota](#)

### Federal Legislation

- [CFPB Publishes Blog Post On Providing Adverse Action Notices When Using Artificial Intelligence/Machine Learning Models](#)
- [CFPB Shifts Focus in Light of COVID-19](#)

- [FDIC Issues Final Rule Revising and Codifying Section 19 to Allow Greater Employment Opportunities for Individuals with Certain Minor Criminal Offenses on Their Records](#)
- [Innovation spotlight: Providing adverse action notices when using AI/ML models](#)
- [House Passes Protecting Your Credit Score Act of 2020](#)
- [Consumer Financial Protection Bureau Seeks Advice On Financial Data Access](#)
- [House Passes Bill Aimed at Amending the FCRA](#)

## **Data Privacy**

- [EU-U.S. Privacy Shield Invalidated by European Court of Justice - Standard Contractual Clauses Upheld but Transfers Subject to Enhanced Scrutiny](#)
- [Employee Evaluation System may Violate GDPR.](#)
- [Implications of US laws on collection, storage, and use of biometric information](#)
- [What to Expect from Brazil's New Data Protection Law](#)
- [Vermont amends data breach notification law with focus on biometric data protection](#)
- [Blackbaud Data Breach: Do You Need to Notify Affected Individuals or EU Data Protection Authorities?](#)
- [Transferring Employee Data after EU-U.S. Privacy Shield Invalidated](#)
- [Does an employee privacy notice need to be separate and distinct from a consumer privacy notice?](#)
- [Will California's CPRA become the standard for national consumer privacy legislation?](#)
- [How can a business distribute an employee privacy notice to job applicants?](#)

## **Background Checks**

- [Real estate professionals to undergo background checks](#)
- [Compliance News Flash - July 2020 #1](#)
- [EU COURT STRIKES DOWN PRIVACY SHIELD](#)
- [Child abuse experts worry more cases may go unnoticed this school year](#)
- [Canadian Government Eases Biometric Background Check Requirements Due to COVID-19](#)
- [Troutman Pepper Weekly Consumer Financial Services COVID-19 Newsletter](#)
- [COVID-19: Background Screening More Critical Than Ever](#)
- [Background Checks for Beginners – Where to Start](#)
- [Importance of carrying out a background check before hiring](#)
- [Call 4 Action: How to resolve errors on your background checks](#)

## **Lawsuits**

- [What's Happening in FCRA Class Actions](#)
- [Ninth Circuit Addresses FCRA Standing Analysis And Emphasizes Importance Of Remedial Measures](#)

- [California Brewery Worker Must Arbitrate Background Check Claims](#)
- [Black Job-Seeker Accuses Sallie Mae of Racial Discrimination in Employment](#)
- [District court allows New York data breach claim to proceed against national credit reporting agency](#)
- [9th Circuit: FCRA claim cannot prevail without first providing notice of disputed information](#)
- [Northern District of Illinois Rejects FCRA Claims Based on Disputed Student Loans](#)
- [Firm that Offers Sex-Offender Background Checks Didn't Do What Promised, Pays \\$1 Million in Civil Penalties and Restitution \(Update at 11 am\)](#)
- [Standing: Not Just An Argument For Defense Counsel Anymore](#)
- [Move Aside Credit Reporting Resource Guide, You're Not Authority!](#)
- [The Stark Line Between A Website and Consumer Reporting Agency](#)
- [10 Key FCRA Decisions and Why Companies Should Care About Them](#)

## **Big Brands**

- [Care.com Pays \\$1M Settlement Over Auto Renewal, Background Check Allegations](#)
- [Care.com to Pay \\$1 Million to Settle Allegations Over Misrepresented Background Checks](#)
- [St. Louis woman says Lyft knew rape suspect had criminal background before his hiring](#)
- [FTC Alleges MyLife.com Violated the Fair Credit Reporting Act, Used Misleading Billing and Marketing Practices](#)

## **Drug Testing**

- [FMCSA offers discretion on drug, alcohol testing during COVID-19 outbreak](#)
- [FMCSA temporarily relaxing random drug-testing requirements](#)
- [FMCSA Announces It May Not Enforce Minimum Required Random Drug and Alcohol Test Rates During 2020](#)
- [CBD Products May Not Be as Intoxicant-Free As Drivers Think, DOT Warns](#)
- [Design your program using our Drug Testing Needs Assessment](#)
- [COVID-19 and the global impact on the drug market](#)
- [Opioid crisis persists during pandemic](#)
- [Truck Drivers Should Beware of CBD, Drug Policy Expert Says](#)
- [More NJ cops failed drug tests last year, even as most departments failed to meet mandates](#)
- [FMCSA Will 'Exercise Discretion' in Drug Testing Enforcement](#)
- [Drug Testing Refusal Data Added to Clearinghouse Report](#)
- [How long does CBD stay in your body?](#)
- [CCJ Daily Dispatch, July 24: FMCSA shuts down driver after fatal crash, subsequent failed drug test](#)

- [ATA Meets With OMB to Discuss Hair Sample Testing Rule](#)
- [Trucker effectively shut down following fatal crash, failed drug test](#)
- [Data shows hair testing raises bar on fleet safety](#)
- [FMCSA Reports Over 25,000 Drug Violations So Far in 2020](#)
- [New York Employers Must Think Twice Before Taking Adverse Action for Marijuana Use](#)

## **Credit Checks**

- [What Is The Fair Credit Reporting Act?](#)

## **Marijuana Legalization**

- [The Week in Weed: July 2020](#)
- [Marijuana Legalization Still Has a Chance in Idaho](#)
- [The Week in Weed: July 10, 2020](#)
- [The Week in Weed: July 17, 2020](#)
- [Cannabis Group Weekly Alert - July 17, 2020](#)
- [Lawsuit seeks to keep recreational marijuana off AZ ballot](#)
- [Arizona Emerges As Fierce Battleground For Marijuana Legalization](#)
- [The Week in Weed: July 24, 2020](#)
- [The Week in Weed: July 2020 #4](#)
- [House to vote on protecting state cannabis laws this week \(Newsletter: July 29, 2020\)](#)
- [Congressional Cannabis Caucus Leader Votes Against Legalization Plank For Democratic Platform](#)
- [The Week in Weed: July 31, 2020](#)