



Actionable Insight You Trust ®

SEPTEMBER 2023 ARTICLES

STATE LEGISLATIONS

1. **Tenth Circuit Rules ERISA Preempts Oklahoma PBM-Reform Law - Update**
2. **Taking Stock of New York City's Automated Employment Decision Tools Law**
3. **California Judge Enjoins California Age-Appropriate Design Code Act**
4. **California Emissions Bills: What Your Company Needs to Know**
5. **Florida Law Increases Permit Extensions, Makes Changes Regarding Natural Emergencies**
6. **Proposed Rules Issued for New York's Pay Transparency Law: What You Need to Know**
7. **New Jersey Workers' Compensation Legislation Update**
8. **Florida Gaming Control Commission Turns a Critical Eye Toward Fantasy Sports Operators**
9. **Energy Mandates Could Squelch Colorado's Already-Struggling Real Estate Industry**
10. **Months Later, Questions Remain for the Implementation of Rent Control in Montgomery County**

BIG BRANDS

1. **3M Pays OFAC \$9.6 Million to Resolve Egregious Iran Sanctions Violations**
2. **SEC Enforcement Newsletter: Q3 2023**
3. **The Current State of FinTech**
4. **Game On! Microsoft and Activision Deal is One Step Closer to Actual Reality**
5. **The PCAOB Closes Comment Period on Controversial Proposal to Expand Auditor Responsibility for Legal Compliance**

6. **What we can learn from one of the most detailed ESG SEC actions to date**
7. **Capital Markets - 2024 SEC Filing Deadlines and Financial Statement Staleness Dates**
8. **Difederico v. Amazon.com Inc.: Federal Court Finds Proposed Class Action has no Prospect of Success**

CFPB

1. **Creditors Using AI Underwriting Must Provide Specific Reasons for Adverse Action**
2. **CFPB Outlines FCRA Rulemaking Outline Topics**
3. **CFPB Launches FCRA Rulemaking to Eliminate Creditor Use of Medical Debt**
4. **CFPB Publishes Outline Detailing Planned Data Broker Rule**
5. **CFPB Spotlights Harms of Employer-Driven Debt**
6. **CFPB proposal signals a dramatic expansion of the Fair Credit Reporting Act to data brokers**
7. **CFPB announces consumer reporting rulemaking**
8. **CFPB Reaffirms Continuing Applicability of Several HUD RESPA Documents**
9. **CFPB denies petition to set aside investigative demand in student loan discharge probe**
10. **CFPB issues guidance on adverse action reasons by creditors using AI**

IN THE WORKPLACE

1. **Agreement on Key AI Terms Leads to Writer's Strike Resolution: What Employers Need to Know**
2. **Evaluate the Risks When Using Non-Competes**
3. **The Term "Salary" Means Different Things For Different Employee Classifications—A Source Of Confusion For Employers**
4. **Have You Been Counting Those Long-Term Part-Time Employee Hours? Initial Plan Year Eligibility is Fast Approaching.**
5. **What Can Employers Do When Employee Threats Are Related To a Disability?**
6. **SECURE 2.0: Retirement Plan Changes for 2024**

7. **Workplace Violence Policy in Municipalities & New Public School Requirements**
8. **Employment in the news | September 2023**
9. **Employers Beware - Deadline for Payment of Arbitration Fees Strictly Construed**
10. **The Risks in Background Checks**

CYBERSECURITY AND DATA PRIVACY

1. **Why Your Website Needs A Privacy Policy**
2. **The False Claims Act in Cybersecurity Enforcement: Unsealed Complaint Signals Growing Use**
3. **[Webinar] Cybersecurity & Incident Response: 2023 Update on Best Practices for Detecting, Avoiding, Responding to a Cybersecurity Incident - October 18th, 12:00 pm - 1:30 pm CT**
4. **SEC Gives Finality on Cybersecurity Disclosures for Public Companies**
5. **Are Automakers Making Sufficient Efforts to Protect Customer Data?**
6. **DHS Calls for Critical Harmonization of Cyber Incident Reporting**
7. **Exploring Cyber Insurance and its Intersection with Property Coverage**
8. **The Invitation to Streamline Cybersecurity Regulations**
9. **Key Considerations for Form 8-K Cybersecurity Materiality Determinations**
10. **Move it or Lose it – With Cyber Breach Response, Time is of the Essence**

INTERNATIONAL

1. **Overview of Recent Anti-Corruption Enforcement Actions in the Pharmaceutical Industry in China**
2. **What Every Multinational Company Should Know About . . . The Foreign Trade Antitrust Improvements Act**
3. **Updates to the Canada Labour Code and its Regulations: A Summary of Recent and Pending Changes**
4. **The Prague Rules Don't Rule: A Look Into The IBA Challenger, Five Years Later**

5. **UK lays regulations before Parliament to establish the UK-US data bridge**
6. **EU Commission Proposes New Late Payment Regulation – Evolution or Revolution of the EU Late Payment Regime?**
7. **New U.S. Sanctions Target Russia's Industrial Base, Additional Financial Institutions, and Technology Suppliers**
8. **U.S., UK, Australia, Canada, and New Zealand issue joint guidance on countering Russian export control evasion**
9. **Reduction of Workweek in Mexico**
10. **Youth, skills leave Peru**

LAWSUITS

1. **[Hybrid Event] Securities Lawyer Nightmares: 13 Mistakes that Keep Securities Lawyers Up at Night - October 13th, Dallas, TX**
2. **Efficiency at What Costs? Creating Internal AI Policies Mitigates Legal and Business Risks Now.**
3. **Syndicated Loans are Not Securities, Court Rules**
4. **In an enforcement sweep, SEC charges multiple companies and insiders with untimely reporting under Sections 16 and 13(d)**
5. **Lizzo Lawsuit Shows Employers ‘It’s About Damn Time’ They Train Their Managers**
6. **Fresh Off the Grill: No-Poach Agreements May Lead to Per Se Antitrust Liability, Says 7th Circuit**
7. **FTC Sues Private Equity Firm and Anesthesiology Practice for Antitrust Violations**
8. **Pay Your Arbitration Fees on Time or Forfeit Arbitration**
9. **Another Court Rejects a Company’s Attempt To Avoid Mass-Arbitration Fees**
10. **Investigations Newsletter: Engineering Company Agrees to Pay \$4.4 Million to Settle FCA**

MARIJUANA

1. **State Attorneys General Push for Federal Action on Cannabis Banking Reform**
2. **Cannabis Consumption Lounges Are Legal in Illinois and Elsewhere, But Where Are They?**

3. **In re The Hacienda Company, LLC – Round 2: Bankruptcy Courts May be Available to Non-Operating Cannabis Companies to Liquidate Assets**
4. **First Rescheduling, Now SAFE: Cannabis Reform Marches Forward**
5. **The Evolving Cannabis Industry in New York: Final Regulations and the True Party of Interest Rule**
6. **Legal Cannabis on Trial: Federal Preemption and Connecticut's Cannabis Challenge**
7. **In Conversation with Dr. Steve Ivanoski**

COMPLIANCE

1. **Leveraging Ethical AI for Effective Compliance**
2. **Improving Your Compliance Program Through a Culture of Speak Up**
3. **Corporate Transparency Act Imposes New Disclosure Obligations on Business Entities Effective January 1, 2024**
4. **FCA Publishes Outcome of its Review of Firms' Compliance with Sanction Controls**
5. **Considering Voluntary Self-Disclosure After the Federal Government's Tri-Seal Compliance Note**
6. **Innovation in Compliance - Breaking the Silence: How Speaking Up Enhances Corporate Cultures - Meric Bloch on How a Speak Up Culture Improves Compliance**
7. **Great Women in Compliance 2.0 – A New Era**
8. **Into the Chair, Tales from Chief Compliance Officers: Discovering a Passion for Compliance- Mario Chilin's Journey into the CCO Chair**

ARTIFICIAL INTELLIGENCE

1. **DHS Announces New Artificial Intelligence and Facial Recognition, Face Capture, and Facial Analysis Policies**
2. **Artificial Intelligence in the Workplace: Top Tips and Takeaways**
3. **Artificial Intelligence Allows IRS to Increase Scrutiny of High-Earners & Partnerships**
4. **Artificial Intelligence Briefing: AI Insight Forum Underway**
5. **5 Questions with Donna Hoffman: How Technology Is Changing the Consumer Experience**

6. **Artificial Intelligence - Congress, Federal Agencies, and the White House Solicit Information and Take Action**
7. **EEOC Unveils New Enforcement Plan Taking Aim at Technology and AI in Hiring**
8. **The Crucial Role of U.S. Privacy Laws on Unregulated Generative AI**
9. **Artificial Intelligence in the Modern Workplace: A Multi-Part Series Highlighting Concerns and Implications of Using Artificial Intelligence Within a Company**
10. **Antitrust and AI: US Antitrust Regulators Increasingly Focused on the Potential Anticompetitive Effects of AI**