



April 2026 ARTICLES

COMPLIANCE AND RISK MITIGATION

1. [Avoiding Risk in Hiring and Promotion: Guidance from a Recent Fourth Circuit Case](#)
2. [Mitigating Risk Through Regular Employee Policy Updates](#)
3. [Employer Checklist for April 2026](#)

FEDERAL AND STATE REGULATION

1. [Washington State Prohibits Non-Competes and Many Non-Solicitation Agreements](#)
2. [California's Automated Decisionmaking Technology Regulations: Seven Steps for Employers](#)
3. [2026 Virginia Noncompete Law: What Employers Need to Know](#)
4. [California's Workplace Know Your Rights Act \(SB 294\): What Employers Need to Do Now](#)
5. [New York State Restricts Use of Credit Checks in Employment Decisions](#)

WORKPLACE AND WORKFORCE

1. [New Executive Order Introduces Closer Scrutiny of Federal Contractors' DEI Activities](#)
2. [Preventing Workplace Overdose Deaths – New York and California Plan Narcan \(Naloxone\) Requirements](#)
3. [AI Governance: Why Companies Need a Step-by-Step Implementation Strategy](#)
4. [OSHA Updates Heat Hazard Enforcement Program](#)
5. [ICE Rewrites the Rules on Form I-9 Violations](#)

CYBERSECURITY, DATA PRIVACY, AND AI

1. [AI & Hiring – The Laws Are Coming](#)

2. [Wisconsin Signals Limitations on Employer Liability for Employee Data Breaches](#)
3. [What HR/TA Leaders Need to Know about AI Hiring Tools](#)
4. [10 Practical Steps Employers Should Take to Mitigate AI Bias and Manage Workplace Risk](#)
5. [Lawsuit Tests Whether AI Hiring Tools Must Follow FCRA Rules](#)

EMPLOYMENT AND BACKGROUND CHECKS

1. [Key Employment Law Updates for Football Clubs](#)
2. [Remote Work and Occupational Health and Safety: New Obligations for Companies](#)
3. [DOL Proposes New Joint Employer Rule: What Employers Need to Know](#)

MARIJUANA

1. [DOJ Immediately Reschedules State-Licensed Medical Cannabis to Schedule III – and Restarts the Clock on Broader Rescheduling](#)