Peopletrail

OCTOBER 2026 ARTICLES

COMPLIANCE AND RISK MITIGATION

1. How Will the FCC's New TCPA Rules Change Call and Text Opt-Outs?
2. Company Pays $2.5M After Waiting Too Long to Self-Report Criminal Misconduct: 5 Lessons From DOJ's First "Near Miss" Deal
3. AI Is Making It Cheaper to Sue You and More Expensive to Defend
4. Audits Are More Than a Check-the-Box Exercise
5. The Marriage of Compliance and Data, Part 1: How We Started Trying to Measure What We Could Barely See

FEDERAL AND STATE REGULATION

1. California Just Banned Employers From Letting AI Fire Workers on Its Own: Your 5-Step Compliance Plan
2. Federal Court Affirms Arbitrator's Reinstatement of Worker After Positive Drug Test
3. Delaware Significantly Expands Its Privacy Law: What Your Business Should Know
4. Four New State Privacy Laws in 2026: What Businesses Need to Know
5. Pennsylvania Enacts an AI Ad Disclosure Law: What Companies Need to Know Before December 21
6. NYC Fair Chance Act Rules Get a Refresh: What Employers Need to Know Before October 30
7. Seven Before '27: California Employment Law Changes Employers Should Prepare For
8. Illinois Employers Face New IHRA Compliance Obligations in 2027: Disparate Impact Liability and Menopause Accommodations

WORKPLACE AND WORKFORCE

1. Fifteen Days To Answer: The EEOC Speeds Up The Charge Response Clock
2. Why Sustainable High Performance Starts With Well-being
3. Preparing For the Worst: 5 Workplace Emergencies Employers Should Plan For
4. Managing Performance, Managing Risk

5. 4 must-haves for your workplace accommodation policy
6. Mental Health in the Workplace: How Far Do Employers' Obligations Extend?

CYBERSECURITY, DATA PRIVACY, AND AI

1. California's New Workplace Laws Put AI and Employee Monitoring in the Spotlight: Your Full Guide to 11 Bills Just Signed (and 1 Vetoed)
2. Data Privacy and AI Regulatory Quick Clicks | Issue 35 - October 2026
3. Assess the Business Risk of Using an AI Notetaker
4. Not Your Mama's SaaS: AI Didn't Change Your SaaS Contract. It Changed What It Means.
5. You Have the Data. Can You Use It for AI?

EMPLOYMENT AND BACKGROUND CHECKS

1. When Small Talk Creates Big Risk: Interview Land Mines to Avoid
2. 3 workplace horrors that keep employment lawyers up at night
3. EEOC Proposes Revocation of Criminal Background Check Guidance
4. Employment Law Update: What Nonprofit Employers Should Know About Employee Volunteers
5. Employer Checklist for October 2026