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Venable attorneys produce periodic alerts and newsletters covering a variety of topics and practice areas. For your convenience, we have assembled below a collection of the latest alerts and newsletters from June 2015.

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Good News, Bad News: Enforcement "Grace Period" for TILA-RESPA Integrated Disclosures, but Private Liability Exposure Still Begins August 1

In response to pleas from industry and Congress, note Venable attorneys **Andy Arculin** and **Allyson B. Baker**, the Consumer Financial Protection Bureau (CFPB) will allow a "grace period" for enforcement of the TILA-RESPA Integrated Disclosures (TRID) rule that takes effect on August 1, 2015.

Click here for a [summary of the Bureau's announcement and additional guidance on TRID's potential effects on mortgage closings](#).

Hijabs, the Supreme Court, Diversity Discomforts, and the Workplace: How Employers Should Use Their Heads to Minimize Liability

On June 1, 2015, the U.S. Supreme Court ruled that an employer's dress code prohibiting all headwear is not necessarily a defense against liability under Title VII of the Civil Rights Act of 1964 in cases where the employer suspects, without confirmation from the applicant, that the applicant wears a head scarf for religious reasons. Six days later, the *New York Times* published "A Muslim Lawyer Refuses to Choose Between a Career and a Head Scarf" in its feature "The Working Life." Venable attorneys **Douglas B. Mishkin** and **Nicholas M. Reiter** write that employers would do well to understand both the Court's ruling and the *Times* story.

Click here to [learn about the Supreme Court decision and for a summary of the *Times* story](#).

U.S. Supreme Court Issues Significant Ruling Protecting Privacy Rights of Hotel Owners and Guests

On June 22, 2015, the U.S. Supreme Court issued an important decision addressing the dilemma hotel operators and owners face when law enforcement demands access to private hotel guest records without a warrant, write Venable attorneys **Moxila A. Upadhyaya** and **Brandt U. Mori**. In *City of Los Angeles v. Patel*, the Court struck down a Los Angeles municipal provision that required hotels to make guest records available for inspection by any L.A. Police Department officer without the need for a search warrant.

Click here [for a summary of the Supreme Court's decision](#).



Supreme Court Upholds Health Care Subsidies

The U.S. Supreme Court released its opinion in *King v. Burwell* on June 25, 2015, ruling that subsidies under the Affordable Care Act (ACA) could be issued by all health care exchanges, including not only state-based exchanges but also federally facilitated exchanges. Venable attorneys [Thora A. Johnson](#) and [Juliana Reno](#) note that this opinion maintains the status quo.

Click here to [learn how the Supreme Court's decision affects your business](#).

Additional Articles

[Aircraft Greenhouse Gas Emissions: EPA Proposes an Endangerment Finding and Solicits Input on Future Regulations](#)

[Busted: Having to Pay the Photography Piper](#)

[CFPB Expands Its Authority in the Auto Lending Market and Continues to Prioritize Enforcement in the Mortgage Industry](#)

[FDA Makes Final Determination on Partially Hydrogenated Oils](#)

[GINA and the Case of the "Devious Defecator": Broad Prohibition Impacts Nonprofit Employers](#)

[New York City Bans Criminal Record Inquiries Prior to Issuance of a Conditional Job Offer: What Nonprofit Employers Need to Know for New Hires](#)

[Supreme Court Affirms Disparate-Impact Liability under the Fair Housing Act](#)

[What to Do when Applicants Are Untruthful during the Hiring Process: Lessons for Nonprofits from the Spokane NAACP Case](#)

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