

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on General, Housing and Military Affairs to which was  
3 referred House Bill No. 261 entitled “An act relating to criminal record  
4 inquiries by an employer” respectfully reports that it has considered the same  
5 and recommends that the bill be amended by striking out all after the enacting  
6 clause and inserting in lieu thereof the following:

7 Sec. 1. 21 V.S.A. § 495j is added to read:

8 § 495j. CRIMINAL HISTORY RECORDS; EMPLOYMENT

9 APPLICATIONS

10 (a) Except as provided in subsection (b) of this section, an employer shall  
11 not request criminal history record information on its initial employee  
12 application form. An employer may inquire about a prospective employee’s  
13 criminal history record during an interview or once the prospective employee  
14 has been deemed otherwise qualified for the position.

15 (b) An employer may inquire about criminal convictions on an initial  
16 employee application form if the following conditions are met:

17 (1)(A) the prospective employee is applying for a position for which any  
18 federal or State law or regulation creates a mandatory or presumptive  
19 disqualification based on a conviction for one or more types of criminal  
20 offenses; or

1           (B) the employer or an affiliate of the employer is subject to an  
2           obligation imposed by any federal or State law or regulation not to employ  
3           individuals, in either one or more positions, who have been convicted of one or  
4           more types of criminal offenses; and

5           (2) the questions on the application form are limited to the types of  
6           criminal offenses creating the disqualification or obligation.

7           (c) If an employer inquires about a prospective employee’s criminal history  
8           record information, the prospective employee, if still eligible for the position  
9           under applicable federal or State law, must be afforded an opportunity to  
10           explain the information and the circumstances regarding any convictions,  
11           including postconviction rehabilitation.

12           (d) An employer who violates the provisions of this section shall be  
13           assessed a civil penalty of up to \$100.00 for each violation.

14           (e) As used in this section:

15           (1) “Criminal history record” has the same meaning as set forth in  
16           20 V.S.A. § 2056a.

17           (2) “Employee” has the same meaning as set forth in section 495d of  
18           this chapter.

19           (3) “Employer” has the same meaning as set forth in section 495d of this  
20           chapter.

1       Sec. 2. EFFECTIVE DATE

2           This act shall take effect on July 1, 2017.

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5           (Committee vote: \_\_\_\_\_)

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Representative \_\_\_\_\_

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FOR THE COMMITTEE