

Regular Session, 2014

HOUSE BILL NO. 485

BY REPRESENTATIVE SMITH

CIVIL SERVICE: Prohibits certain questions regarding criminal history during the employment process for certain positions

1 AN ACT

2 To enact Chapter 29 of Title 42 of the Louisiana Revised Statutes of 1950, to be comprised  
3 of R.S. 42:1701, relative to state employment; to provide relative to the consideration  
4 of criminal history in such employment; to prohibit certain conduct; to provide for  
5 applicability; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. Chapter 29 of Title 42 of the Louisiana Revised Statutes of 1950,  
8 comprised of R.S. 42:1701, is hereby enacted to read as follows:

9 CHAPTER 29. CONSIDERATION OF CRIMINAL HISTORY IN  
10 STATE EMPLOYMENT

11 §1701. Consideration of criminal history; prohibited acts

12 A. No state employer in filling a position may inquire, including without  
13 limitation on an initial application form, about a prospective employee's criminal  
14 history until after the prospective employee has been given an opportunity to  
15 interview for the position or, if no such interview is to be conducted, until after the  
16 prospective employee has been given a conditional offer of employment.

17 B. Nothing in this Section shall be construed to prohibit a state employer  
18 from considering the criminal history of a prospective employee in making the final  
19 determination of whether to employ the person. However, in considering the

1 criminal history of the prospective employee, the state employer shall consider the  
2 following:

3 (1) The nature and gravity of the criminal conduct.

4 (2) The time that has passed since the occurrence of the criminal conduct.

5 (3) The specific duties and essential functions of the position and the  
6 bearing, if any, that the criminal conduct will have on the ability of the prospective  
7 employee to perform one or more of those duties or functions.

8 C. For purposes of this Section, "state employer" means any department,  
9 office, division, agency, commission, board, committee, or other organizational unit  
10 of the state.

11 D.(1) This Section shall apply to each position in the state unclassified  
12 service.

13 (2) Notwithstanding the provisions of Paragraph (1) of this Subsection, this  
14 Section shall not apply to a position in law enforcement or corrections or a position  
15 for which a criminal background check is required by law.

#### DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

Smith

HB No. 485

**Abstract:** Prohibits a state employer from inquiring about a prospective employee's criminal history until after an interview or a conditional offer of employment is made and provides for the consideration of criminal history in making employment decisions.

Proposed law prohibits a state employer from inquiring, including on an initial application form, about a prospective employee's criminal history until after the prospective employee has been given an opportunity to interview for the position or, if no such interview is to be conducted, until after the prospective employee has been given a conditional offer of employment.

Proposed law provides that it does not prohibit a state employer from considering the criminal history of a prospective employee in making the final determination of whether to employ the person. Provides, however, that in considering the criminal history of the prospective employee, the state employer shall consider the following:

(1) The nature and gravity of the criminal conduct.

(2) The time that has passed since the occurrence of the criminal conduct.

- (3) The specific duties and essential functions of the position and the bearing, if any, that the criminal conduct will have on the ability of the prospective employee to perform one or more of those duties or functions.

Proposed law defines "state employer" as any department, office, division, agency, commission, board, committee, or other organizational unit of the state. Provides that proposed law applies to each position in the state unclassified service, except that it does not apply to positions in law enforcement or corrections or to positions for which a criminal background check is required by law.

(Adds R.S. 42:1701)