
DIGEST

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Hunter

HB No. 849

Abstract: Prohibits employers in municipalities with populations greater than 48,000 from inquiring about criminal history on a job application.

Proposed law prohibits an employer in a municipality with a population greater than 48,000 from inquiring about an applicant's criminal history on a job application if state or federal law does not require a criminal background check for the position for which the applicant is applying.

Proposed law permits the employer to inquire about an applicant's criminal history in a personal face-to-face interview or video interview conducted subsequent to completion of the job application or after the applicant has been given a conditional offer of employment.

Proposed law provides a list of factors for an employer to consider when weighing whether he should hire the applicant regardless of the applicant's criminal history.

Proposed law provides that an offer may be withdrawn if the conviction bears a rational relationship to the duties and responsibilities of the position for which the applicant is being considered.

Proposed law provides exceptions for employers who are otherwise required by law to conduct criminal background checks on prospective employees.

(Adds R.S. 23:371)