

2025 Regular Session

HOUSE BILL NO. 265

BY REPRESENTATIVE MENA

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

EMERGENCY MED TECH: Provides with respect to prohibitions regarding the employment of ambulance drivers convicted of certain offenses

1 AN ACT

2 To enact R.S. 40:1203.3(F) and to repeal R.S. 40:1203.3(A) through (C), relative to  
3 ambulance personnel; to remove prohibitions on hiring individuals with a criminal  
4 record; to prohibit hiring individuals with a criminal record in certain circumstances;  
5 to establish hiring criteria; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 40:1203.3(F) is hereby amended and reenacted to read as follows:

8 §1203.3. ~~Refusal to hire or contract; termination of employment; exceptions to~~  
9 ~~hiring prohibition; appeal procedure; waiver~~ Hiring considerations; criminal  
10 record

11 \* \* \*

12 F.(1) Except as otherwise provided in R.S. 40:1203.2(C) and Subsection E  
13 of this Section, a person shall not be disqualified, or held ineligible as a licensed  
14 ambulance personnel or nonlicensed person solely or partly because of a prior  
15 criminal record, except in cases in which a conviction directly relates to the position  
16 of employment sought, or to the specific occupation for which employment is  
17 sought.

18 (2) In determining whether a conviction directly relates to the position of  
19 employment sought, or to the specific occupation, trade, or profession for which the

1        license, permit, or certificate is sought, an employer or licensing entity shall consider

2        all of the following:

3                (a) The nature and seriousness of the offense.

4                (b) The nature of the specific duties and responsibilities of the position of  
5        employment sought, and, if applicable, the specific duties and responsibilities for  
6        which the license, permit, or certificate is required.

7                (c) The amount of time that has passed since the conviction.

8                (d) Facts relevant to the circumstances of the offense, including any  
9        aggravating or mitigating circumstances or social conditions surrounding the  
10        commission of the offense.

11                (e) Evidence of rehabilitation or treatment undertaken by the person since  
12        the conviction.

13        Section 2. R.S. 40:1203.3(A) through (C) are hereby repealed in their entirety.

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)]

HB 265 Original

2025 Regular Session

Mena

**Abstract:** Establishes criteria for hiring ambulance personnel with a criminal history.

Present law prohibits employers from hiring a licensed ambulance personnel or nonlicensed person when he has been convicted of certain criminal offenses enumerated in present law including 1<sup>st</sup> degree murder, 2<sup>nd</sup> degree murder, 1<sup>st</sup> degree feticide, 2<sup>nd</sup> degree feticide, aggravated battery, aggravated assault, and 1<sup>st</sup> degree rape.

Proposed law repeals present law.

Present law requires employers to terminate a licensed ambulance personnel or nonlicensed person hired on a temporary basis or any other employee who has been convicted of certain criminal offenses enumerated in present law.

Proposed law repeals present law.

Proposed law states that a licensed ambulance personnel or nonlicensed person shall not be disqualified or held ineligible solely or partly on basis of a criminal conviction except where that conviction relates directly to the position of employment or occupation sought.

Proposed law provides that when considering whether a criminal conviction relates directly to the position of employment or occupation sought, an employer or a licensing authority shall consider the seriousness of the offense, the duties and responsibilities required by the

license, the amount of time that has passed since the conviction, mitigating or aggravating circumstances related to the offense, and evidence of rehabilitation.

(Adds R.S. 40:1203.3(F); Repeals R.S. 40:1203.3(A)-(C))