



SENATE OF PENNSYLVANIA BILL SUMMARY

Senate Bill 1135 Printer's No. 1580

Prime Sponsor: Senator Greenleaf
Committee: Judiciary

SYNOPSIS:

This bill amends Title 18 (Crimes and Offenses) to treat current employees the same as job applicants when it comes to the use of criminal records in hiring and termination.

SUMMARY:

Under current law, employers may consider the felony or misdemeanor convictions of an applicant for employment if the convictions relate to the applicant's suitability for employment in the particular position for which the person has applied. Current law requires the employer to notify the applicant in writing if the decision not to hire the applicant was based in whole or in part on the felony or misdemeanor convictions. If an employer were to violate these provisions, the applicant would have a cause of action against the employer that includes a provision for attorneys' fees.

This bill grants the same protection to current employees. The bill provides that a current employee may not be terminated on the basis of a felony or misdemeanor conviction unless that conviction relates to the employee's suitability for the particular position. The employer must notify the employee in writing if an adverse employment decision is based on the employee's criminal records.

EFFECTIVE DATE:

This bill is effective in thirty days.

BILL HISTORY:

There is no history for this bill during this legislative session.

Prepared by: Cawley 3/11/2016