
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 898 Session of
2019

INTRODUCED BY A. DAVIS, CALTAGIRONE, FREEMAN, KINSEY,
SCHLOSSBERG, MURT, CEPHAS, WILLIAMS, HILL-EVANS, HARRIS,
McNEILL, McCLINTON, FRANKEL, DELLOSO, SCHWEYER, SOLOMON,
STURLA, DEASY, MULLINS, T. DAVIS, PASHINSKI AND GAINNEY,
MARCH 20, 2019

REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, MARCH 20, 2019

AN ACT

1 Providing for employer prescreening and for administration of
2 act and rulemaking authority; imposing penalties;
3 establishing the Ex-offender Increased Access to Employment
4 Enforcement Fund; making an appropriation; and providing for
5 construction of act.

6 The General Assembly of the Commonwealth of Pennsylvania
7 hereby enacts as follows:

8 Section 1. Short title.

9 This act shall be known and may be cited as the Ex-offender
10 Increased Access to Employment Act.

11 Section 2. Findings.

12 The General Assembly finds that it is in the public interest
13 to:

14 (1) Do more to give employers in this Commonwealth
15 access to the broadest pool of qualified applicants possible.

16 (2) Protect the civil rights of those seeking
17 employment.

18 (3) Ensure that qualified applicants are properly

1 considered for employment opportunities and are not
2 prescreened or denied an employment opportunity unnecessarily
3 or unjustly.

4 Section 3. Definitions.

5 The following words and phrases when used in this act shall
6 have the meanings given to them in this section unless the
7 context clearly indicates otherwise:

8 "Applicant." A person pursuing employment with an employer
9 or with or through an employment agency.

10 "Department." The Department of Labor and Industry of the
11 Commonwealth.

12 "Employer." Any of the following:

13 (1) The Commonwealth.

14 (2) A political subdivision.

15 (3) An instrumentality of the Commonwealth or a
16 political subdivision.

17 (4) A person or private entity that has five or more
18 employees in the current or preceding calendar year and an
19 agent of the person or private entity.

20 "Employment." An occupation or vocation.

21 "Employment agency." A person or entity, or an agent of the
22 person or entity, regularly undertaking with or without
23 compensation to procure employees for an employer or to procure
24 for employees opportunities to work for an employer.

25 "Fund." The Ex-offender Increased Access to Employment
26 Enforcement Fund established under section 5(d).

27 "Secretary." The Secretary of Labor and Industry of the
28 Commonwealth.

29 Section 4. Employer prescreening.

30 (a) Prohibition.--An employer or employment agency may not

1 inquire about or into or consider or require disclosure of the
2 criminal record or criminal history of an applicant until after
3 a conditional offer of employment is made to the applicant by
4 the employer or employment agency.

5 (b) Exemptions.--The requirement under subsection (a) does
6 not apply for positions where:

7 (1) employers are required to exclude applicants with
8 certain criminal convictions from employment due to Federal
9 or State law; or

10 (2) a standard fidelity bond or an equivalent bond is
11 required and an applicant's conviction of one or more
12 specified criminal offenses would disqualify the applicant
13 from obtaining the bond, in which case an employer may
14 include a question or otherwise inquire whether the applicant
15 has ever been convicted of any of the specified criminal
16 offenses.

17 (c) Notification.--This section does not prohibit an
18 employer from notifying applicants in writing of the specific
19 offenses that will disqualify an applicant from employment in a
20 particular position due to Federal or State law or the
21 employer's policy.

22 Section 5. Administration of act and rulemaking authority.

23 (a) Investigation and penalties.--The department may
24 investigate an alleged violation of this act by an employer or
25 employment agency. If the department finds that a violation of
26 this act has occurred, the secretary may impose the following
27 civil penalties:

28 (1) For a first violation, the secretary shall issue a
29 written warning to the employer or employment agency.

30 (2) For a second violation, the secretary may impose a

1 civil penalty of up to \$500.

2 (3) For a third or subsequent violation, the secretary
3 may impose a civil penalty of up to \$1,500.

4 (b) Remedy of violation.--A penalty imposed under subsection
5 (a) (1), (2) or (3) shall include a requirement that the employer
6 or employment agency remedy the violation within 30 days of
7 receipt of notice of the violation from the department. An
8 employer or employment agency that fails to remedy a violation
9 after receipt of notice from the department shall be subject to
10 an additional penalty of up to \$1,500 for every 30 days that
11 pass thereafter without compliance.

12 (c) Assessment and recovery of penalties.--Penalties under
13 this section may be assessed by the department and recovered in
14 a civil action brought by the department in Commonwealth Court
15 or an administrative adjudicative proceeding.

16 (d) Fund.--The Ex-offender Increased Access to Employment
17 Enforcement Fund is established as a special fund in the State
18 Treasury.

19 (e) Deposit and appropriation.--The money recovered as civil
20 penalties under this section shall be deposited into the fund.
21 The money in the fund shall be appropriated to the department on
22 a continuing basis and may be used only to enforce employer
23 violations of this act.

24 (f) Administration and procedure.--The department may
25 promulgate regulations necessary to administer this act and may
26 establish an administrative procedure to adjudicate claims and
27 issue final and binding decisions subject to 2 Pa.C.S. (relating
28 to administrative law and procedure).

29 Section 6. Construction of act.

30 This act may not be construed to prohibit an employer from

1 conducting a criminal history background check on an individual
2 after complying with the provisions of this act.
3 Section 7. Effective date.
4 This act shall take effect in 60 days.