

ONE HUNDRED THIRD LEGISLATURE

FIRST SESSION

LEGISLATIVE RESOLUTION 306

Introduced by Mello, 5.

PURPOSE: The purpose of this resolution is to study the issue of requiring prospective employees to disclose their criminal backgrounds on initial job applications and to evaluate the need for legislation which would ban employers from requesting this information before prospective employees have an interview, a practice known as "banning the box". The study shall include, but not be limited to, an examination of the following issues:

(1) The need to strengthen protections for prospective employees and applicants who currently must disclose their criminal background on initial job applications;

(2) Identifying exceptions for certain career fields in any legislation that would ban the practice of requiring criminal background information on initial job applications;

(3) The consequences of the practice of requiring criminal background information before a job interview; and

(4) Potential alternatives for employers to use when screening prospective employees that would not require requesting criminal background information on initial job applications.

NOW, THEREFORE, BE IT RESOLVED BY THE MEMBERS OF THE ONE HUNDRED THIRD LEGISLATURE OF NEBRASKA, FIRST SESSION:

1. That the Business and Labor Committee of the Legislature shall be designated to conduct an interim study to carry out the purposes of this resolution.

2. That the committee shall upon the conclusion of its study make a report of its findings, together with its recommendations, to the Legislative Council or Legislature.