

SUBJECT:	Prohibiting an employer from requesting certain information
COMMITTEE:	Business & Industry — favorable, without amendment
VOTE:	6 ayes — Longoria, Vasut, Cole, J. González, Hinojosa, Neave Criado 3 nays — Frazier, Isaac, Lambert
WITNESSES:	<p>For — Robert Williams, Coalition Of Organized Proffessionals (<i>Registered, but did not testify</i>: Lauren Johnson, ACLU of Texas; Brie Franco, City of Austin; Amanda Posson, Every Texan; Akanksha Balekai, Texas Appleseed; Cynthia Van Maanen, Travis County Democratic Party; 8 individuals)</p> <p>Against — Megan Mauro, Texas Association of Business (<i>Registered, but did not testify</i>: James Parnell, Dallas Police Association; Ray Hunt, HPOU; John Wilkerson, Texas Municipal Police Association)</p>
BACKGROUND:	Some have suggested prohibiting an employer from including a question regarding an applicant's criminal history on the initial application form could ensure that the applicant's qualifications were more objectively considered.
DIGEST:	<p>HB 3246 would prohibit an employer from including a question regarding an applicant's criminal history record information on an initial employment application form. An employer could inquire into an applicant's criminal history record information after the employer had determined that the applicant was otherwise qualified and had conditionally offered the applicant employment or invited the applicant to an interview.</p> <p>The bill would not apply to an applicant for a position for which consideration of criminal history record information was required by law.</p> <p>The bill would take effect September 1, 2023.</p>