

House Research Act Summary

CHAPTER: 61 (HF 690/SF 523)

SESSION: 2013 Regular Session

TOPIC: Criminal history/employment

Analyst: Anita Neumann (651-296-5056)

Date: May 29, 2013

This publication can be made available in alternative formats upon request. Please call 651-296-6753 (voice); or the Minnesota State Relay Service at 1-800-627-3529 (TTY) for assistance. Summaries are also available on our website at: www.house.mn/hrd/.

Section

- 1** **Conditions precedent to employment not required.** Clarifies that an employer may request and/or consider criminal history under certain circumstances provided for under law.
- 2** **Limitation of admissibility of criminal history.** Specifies that the limitations on the use of criminal history information of an employee or former employee in a civil action against an employer applies if the action is based on the employer's compliance with state requirements in section 364.021 regarding how criminal histories may be used in hiring processes.
- 3** **Public and private employment; consideration of criminal records.** Adds private employers (the law currently applies only to public employers) to those who cannot inquire into or consider the criminal history of a job applicant until the applicant has been selected for an interview, or if there is no interview, until a conditional offer of employment has been made.
- 4** **Violations; procedure; remedies.** Provides for investigation and the imposition of fines by the commissioner of human rights.
- 5** **Exceptions.** States that the bill does not supersede other statutorily-required criminal history background checks or records required for particular employment.
- 6** **Violation of civil rights.** Clarifies applicability.
- 7** **Effective date.** January 1, 2014.