Bill as Introduced

HB 357 - AS INTRODUCED

2013 SESSION

13-0595 06/01

HOUSE BILL

357

AN ACT

prohibiting an employer from using credit history in employment decisions.

SPONSORS:

Rep. Cushing, Rock 21

COMMITTEE:

Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill prohibits employers from using credit history in employment decisions.

Explanation:

Matter added to current law appears in bold italics.

Matter removed from current law appears [in brackets and struckthrough.]

Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Thirteen

AN ACT

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prohibiting an employer from using credit history in employment decisions.

Be it Enacted by the Senate and House of Representatives in General Court convened:

	De il Bucciea dy lite Deliate ana House of Representatives in General Court convenea.
1	1 New Subdivision; Credit Privacy. Amend RSA 275 by inserting after section 70 the following
2	new subdivision:
3	Credit Privacy
4	275:71 Definition. In this subdivision, "Credit history" means any written or other
5	communication of any information by a consumer reporting agency as defined in RSA 359-B:3, VI.
6	275:72 Unlawful Discriminatory Practice.
7	I. It shall be an unlawful discriminatory practice for any employer, labor organization, or
8	employment agency to use or request information in the credit history of a job applicant or employee
9	in connection with or as a criterion for employment decisions related to hiring, termination
10	promotion, demotion, discipline, compensation, or the terms, conditions, or privileges of employment
11	unless the employer is required by state or federal law to use individual credit history for
12	employment purposes.
13	II. Before an employer may request or use a required credit history, the job applicant or
14	employee shall sign an authorization and consent form which explicitly states the specific purpose
15	use, and limitation of use of such credit history as it pertains to such employment decision.
16	III. Before using a consumer report to which the employer is entitled, the employer shall
17	provide to the job applicant or employee:
18	(a) The name, address, and telephone number of the consumer reporting agency
19	providing the report.
20	(b) A description of the consumer's rights under RSA 359-B.
21	(c) A reasonable opportunity to respond to any information in the report that is disputed
22	by the job applicant or employee.
23	2 Consumer Credit Reporting; Permissible Purposes of Reports. Amend RSA 359-B:4, I(c)(2) to
24	read as follows:
25	(2) Intends to use the information for employment purposes when required to do
26	so by state or federal law; or

3 Effective Date. This act shall take effect 60 days after its passage.

HB 357 - AS AMENDED BY THE HOUSE

20Mar2013... 0932h

2013 SESSION

13-0595 06/01

HOUSE BILL

357

AN ACT

prohibiting an employer from using credit history in employment decisions.

SPONSORS:

Rep. Cushing, Rock 21

COMMITTEE:

Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill prohibits employers from using credit history in employment decisions.

Explanation:

Matter added to current law appears in bold italics.

Matter removed from current law appears [in brackets and struckthrough.]

Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

13-0595 06/01

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Thirteen

AN ACT

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prohibiting an employer from using credit history in employment decisions.

Be it Enacted by the Senate and House of Representatives in General Court convened:

	De it Enacted by the Behate and House of Representatives in General Court convened.
1	1 New Subdivision; Employers' Use of Credit History in Hiring Decisions. Amend RSA 275 by
2	inserting after section 70 the following new subdivision:
3	Credit Privacy
4	275:71 Definitions. In this subdivision:
5	I. "Credit history" means any written or other communication of any information about the
6	employee's or prospective employee's credit score, credit account balances, payment history, savings
7	or checking account balances, or savings or checking account numbers by a consumer reporting
8	agency as defined in RSA 359-B:3, VI.
9	II. "Employer" means an individual or entity that permits one or more individuals to work or
10	that accepts applications for employment or is an agent of such individual or entity. "Employer" does
11	not, however, include:
12	(a) Any bank holding company, financial holding company, bank, savings bank, savings
13	and loan association, credit union, or trust company, or any subsidiary or affiliate thereof, that is
14	chartered by any state or the United States.
15	(b) Any state or local government agency which requires use of the employee's or
16	applicant's credit history or credit report.
17	III. "Substantially related to the employee's current or potential job" means the information
18	contained in the credit history is related to the position for which the employee or prospective
19	employee who is the subject of the report is being evaluated because the position:
20	(a) Is a managerial position which involves setting the direction or control of a business,
21	division, unit, or agency of a business;
22	(b) Involves access to customers', employees', or the employer's personal or financial
23	information other than information customarily provided in a retail transaction;
24	(c) Involves a fiduciary responsibility to the employer, including, but not limited to, the
25	authority to issue payments, collect debts, transfer money, or enter into contracts; or

(d) Provides an expense account or corporate debit or credit card.
 27 275:72 Unlawful Discriminatory Practice. It shall be an unlawful disc

275:72 Unlawful Discriminatory Practice. It shall be an unlawful discriminatory practice for any employer, labor organization, or employment agency to use or request information in the credit history of a job applicant or employee in connection with or as a criterion for employment decisions related to hiring, termination, promotion, demotion, discipline, compensation, or the terms,

HB 357 - AS AMENDED BY THE HOUSE - Page 2 -

- conditions, or privileges of employment unless the employer is required by state or federal law to use
- 2 individual credit history for employment purposes, or the employer has a bona fide purpose for
- 3 requesting or using information in the credit history report that is substantially related to the
- 4 employee's current or potential job and the employer complies with the notice and consent
- 5 requirements of the Federal Fair Credit Reporting Act, 15 U.S.C. section 1681 et seq.
 - 2 Effective Date. This act shall take effect 60 days after its passage.

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HB 357 – AS AMENDED BY THE SENATE

20Mar2013... 0932h 06/06/13 1999s

2013 SESSION

13-0595 06/01

HOUSE BILL

357

AN ACT

prohibiting an employer from using credit history in employment decisions and

authorizing electronic payment of payroll.

SPONSORS:

Rep. Cushing, Rock 21

COMMITTEE:

Labor, Industrial and Rehabilitative Services

AMENDED ANALYSIS

This bill:

I. Prohibits employers from using credit history in employment decisions.

II. Deletes the requirement that an employer who pays wages by electronic fund transfer offer employees the option of being paid by check.

III. Permits an employer to pay wages with a payroll card after offering employees the option of being paid by direct deposit.

Explanation:

Matter added to current law appears in bold italics.

Matter removed from current law appears [in brackets and struckthrough.]

Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

20Mar2013... 0932h 06/06/13 1999s

> 13-0595 06/01

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Thirteen

AN ACT

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prohibiting an employer from using credit history in employment decisions and authorizing electronic payment of payroll.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 New Subdivision; Employers' Use of Credit History in Hiring Decisions. Amend RSA 275 by inserting after section 70 the following new subdivision:

Credit Privacy

275:71 Definitions. In this subdivision:

- I. "Credit history" means any written or other communication of any information about the employee's or prospective employee's credit score, credit account balances, payment history, savings or checking account balances, or savings or checking account numbers by a consumer reporting agency as defined in RSA 359-B:3, VI.
- II. "Employer" means an individual or entity that permits one or more individuals to work or that accepts applications for employment or is an agent of such individual or entity. "Employer" does not, however, include:
- (a) Any bank holding company, financial holding company, bank, savings bank, savings and loan association, credit union, or trust company, or any subsidiary or affiliate thereof, that is chartered by any state or the United States.
- (b) Any state or local government agency which requires use of the employee's or applicant's credit history or credit report.
- III. "Substantially related to the employee's current or potential job" means the information contained in the credit history is related to the position for which the employee or prospective employee who is the subject of the report is being evaluated because the position:
- (a) Is a managerial position which involves setting the direction or control of a business, division, unit, or agency of a business;
- (b) Involves access to customers', employees', or the employer's personal or financial information other than information customarily provided in a retail transaction;
- (c) Involves a fiduciary responsibility to the employer, including, but not limited to, the authority to issue payments, collect debts, transfer money, or enter into contracts; or
 - (d) Provides an expense account or corporate debit or credit card.
- 275:72 Unlawful Discriminatory Practice. It shall be an unlawful discriminatory practice for any employer, labor organization, or employment agency to use or request information in the credit

HB 357 - AS AMENDED BY THE SENATE - Page 2 -

history of a job applicant or employee in connection with or as a criterion for employment decisions related to hiring, termination, promotion, demotion, discipline, compensation, or the terms, conditions, or privileges of employment unless the employer is required by state or federal law to use individual credit history for employment purposes, or the employer has a bona fide purpose for requesting or using information in the credit history report that is substantially related to the employee's current or potential job and the employer complies with the notice and consent requirements of the Federal Fair Credit Reporting Act, 15 U.S.C. section 1681 et seq.

2 Payment of Wages; Weekly. Amend RSA 275:43, I(e) to read as follows:

- 12

- (e) With checks on a financial institution convenient to the place of employment where suitable arrangements are made for the cashing of such checks by employees for the full amount of the wages due[; provided, however, that if an employer elects to pay employees as specified in subparagraphs (b), (c), or (d), the employer shall offer employees the option of being paid as specified in subparagraph (e), and further], provided that all wages in the nature of health and welfare fund or pension fund contributions required pursuant to a health and welfare fund trust agreement, pension fund trust agreement, collective bargaining agreement, or other agreement adopted for the benefit of employees and agreed to by the employer shall be paid by every such employer within 30 days of the date of demand for such payment, the payment to be made to the administrator or other designated official of the applicable health and welfare or pension trust fund.
 - 3 Payment of Wages; Weekly. RSA 275:43, II(b) is repealed and reenacted to read as follows:
- (b) Provide its employees the option of being paid by direct deposit under subparagraph I(c). If, after the employer has offered an employee direct deposit and provided the employee with the written disclosures required by subparagraph (a), the employee does not designate an account at a financial institution for direct deposit, the employer may arrange to pay the employee using a payroll card.
 - 4 Payment of Wages; Weekly. Amend RSA 275:43, II(c) and (d) to read as follows:
- (c) Provide written notice of any change to any of the terms and conditions of the payroll card or payroll card account, including but not limited to an itemized list of all fees that may have changed[, and obtain written assent from the employee that the employee voluntarily consents to receive wages to a payroll card or payroll card account subject to the changes]. The employer shall be responsible for any increase in fees charged to the employee before the employer provides written notice of such changes to the employee.
- (d) Provide the employee the option to discontinue receipt of wages by a payroll card or payroll card account at any time, without penalty to the employee and to instead receive wages by direct deposit or another method offered by the employer, if any.
 - 5 Effective Date. This act shall take effect 60 days after its passage.

Amendments



Sen. Sanborn, Dist. 9 April 24, 2013 2013-1387s 06/09

Amendment to HB 357

Amend RSA 275:72 as inserted by section 1 of the bill by replacing it with the following:

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- 275:72 Unlawful Discriminatory Practice. It shall be an unlawful discriminatory practice for any employer, labor organization, or employment agency to use or request information in the credit history of a job applicant or employee in connection with or as a criterion for employment decisions related to hiring, termination, promotion, demotion, discipline, compensation, or the terms, conditions, or privileges of employment unless:
- 8 I. The employer is required by state or federal law to use individual credit history for employment purposes;
- 10 II. The employee is responsible for cash transactions or transactions involving cash 11 equivalents; or
 - III. The employer has a bona fide purpose for requesting or using information in the credit history report that is substantially related to the employee's current or potential job and the employer complies with the notice and consent requirements of the Federal Fair Credit Reporting Act, 15 U.S.C. section 1681 et seq.
 - 275:73 Exemption. Nothing in this subdivision shall apply to any state or local government agency requirement regarding the use of or request for the credit history of the following employees or prospective employees:
 - I. A police officer, conservation officer of the fish and game department, or inspector of the state liquor commission, who meet the requirements of RSA 100-A:1, VII(a).
 - II. Correctional line personnel employed in the department of corrections who meet the requirements of RSA 100-A:1, VII(b).
- 23 III. Correctional line personnel employed in a county correctional facility who meet the 24 requirements of RSA 100-A:1, VII(c).
 - IV. A state corrections officer who meets the requirements of RSA 100-A:1, VII(d).
- V. Full-time marine patrol officers employed in the department of safety who have all the powers of a peace officer under RSA 270:12-a.
- VI. A probation-parole officer in the division of field services of the department of corrections pursuant to RSA 504-A who meets the requirements of RSA 100-A:1, VIII(f).
 - VII. Firefighters.

Sen. Bradley, Dist. 3

June 5, 2013

2013-1999s

06/10

Floor Amendment to HB 357

Amend the title of the bill by replacing it with the following:

AN ACT prohibiting an employer from using credit history in employment decisions and authorizing electronic payment of payroll.

Amend the bill by replacing all after section 1 with the following:

- 2 Payment of Wages; Weekly. Amend RSA 275:43, I(e) to read as follows:
- (e) With checks on a financial institution convenient to the place of employment where suitable arrangements are made for the cashing of such checks by employees for the full amount of the wages due[; provided, however, that if an employer elects to pay employees as specified in subparagraphs (b), (c), or (d), the employer shall offer employees the option of being paid as specified in subparagraph (e), and further], provided that all wages in the nature of health and welfare fund or pension fund contributions required pursuant to a health and welfare fund trust agreement, pension fund trust agreement, collective bargaining agreement, or other agreement adopted for the benefit of employees and agreed to by the employer shall be paid by every such employer within 30 days of the date of demand for such payment, the payment to be made to the administrator or other designated official of the applicable health and welfare or pension trust fund.
- 3 Payment of Wages; Weekly. RSA 275:43, II(b) is repealed and reenacted to read as follows:
- (b) Provide its employees the option of being paid by direct deposit under subparagraph I(c). If, after the employer has offered an employee direct deposit and provided the employee with the written disclosures required by subparagraph (a), the employee does not designate an account at a financial institution for direct deposit, the employer may arrange to pay the employee using a payroll card.
- 4 Payment of Wages; Weekly. Amend RSA 275:43, II(c) and (d) to read as follows:
- (c) Provide written notice of any change to any of the terms and conditions of the payroll card or payroll card account, including but not limited to an itemized list of all fees that may have changed[, and obtain written assent from the employee that the employee voluntarily consents to receive wages to a payroll eard or payroll card account subject to the changes]. The employer shall be responsible for any increase in fees charged to the employee before the employer provides written notice of such changes to the employee.
- (d) Provide the employee the option to discontinue receipt of wages by a payroll card or

payroll card account at any time, without penalty to the employee and to instead receive wages by direct deposit or another method offered by the employer, if any.

5 Effective Date. This act shall take effect 60 days after its passage.

2013-1999s

AMENDED ANALYSIS

This bill:

- I. Prohibits employers from using credit history in employment decisions.
- II. Deletes the requirement that an employer who pays wages by electronic fund transfer offer employees the option of being paid by check.
- III. Permits an employer to pay wages with a payroll card after offering employees the option of being paid by direct deposit.

Committee Minutes

AMENDED SENATE CALENDAR NOTICE COMMERCE

Printed: 04/08/2013 at 9:05 am

Senator Andy Sanborn Chairman For Use by Senate Clerk's Senator Jeb Bradley V Chairman Office ONLY Senator Sam Cataldo Bill Status Senator Andrew Hosmer Senator David Pierce Docket Calendar Calendar Bill Status Date: April 8, 2013 **HEARINGS** 4/9/2013 Tuesday COMMERCE SH 100 1:00 PM (Time) (Name of Committee) (Place) EXECUTIVE SESSION MAY FOLLOW Please note the room change to SH 100. Comments: 1:00 PM **HB328-FN** relative to the sale of pets. prohibiting an employer from using credit history in employment decisions. 1:20 PM **HB357** relative to worksharing. 1:40 PM HB361 relative to privacy in the workplace. **HB414** 2:00 PM 2:20 PM HB501-FN (New Title) instituting a state minimum hourly rate. 2:40 PM **HB664-FN** relative to the New Hampshire vaccine association. Sponsors: **HB328-FN** Rep. John O'Connor Rep. Tara Sad **HB357** Rep. Robert Cushing HB361 Rep. Andrew White **HB414** Rep. Katherine Rogers Sen. Donna Soucy Rep. Peter Sullivan HB501-FN Rep. Peter Sullivan Rep. Timothy Horrigan Rep. Charles Weed Rep. Kenneth Ward Rep. Larry Phillips Rep. Paul Berch HB664-FN Rep. John Hunt Rep. Laurie Harding Rep. Cindy Rosenwald Rep. Donna Schlachman Sen. Peggy Gilmour Sen. Jeanie Forrester Sen. Bob Odell

SENATE COMMERCE COMMITTEE

Patrick Murphy, Legislative Aide

House Bill 357 prohibiting an employer from using credit history in employment decisions.

Hearing Date:

April 9, 2013

Time Opened:

1:20 p.m.

Time Closed: 1:55 p.m.

Members of the Committee Present:

Senator Sanborn, Senator Bradley, Senator Cataldo, Senator Hosmer, Senator Pierce

Members of the Committee Absent:

None

Bill Analysis: This bill prohibits employers from using credit history in employment

decisions.

Sponsors:

Rep. Cushing, Rock 21

Who supports the bill: Rep. Cushing, Rock 21; Rep. White, Graf 13; Kurt Ehrenberg, NH AFL-CIO; Dan Feltes, NH Legal Assistance

Who opposes the bill: Rep. Daniels, Hills 40; Dave Juvet, BIA; Chris Williams, Greater Nashua Chamber of Commerce

Summary of testimony presented in support:

Rep. Cushing, Rock 21

- This bill is about the right of privacy.
- Routine credit history checks are an unwarranted invasion of privacy and create an unnecessary barrier to employment. There is no credible evidence that an applicant's credit history is an accurate predictor of trustworthiness or future job performance.

Rep. White, Graf 13

- Evidence has shown that 1 in 5 credit reports are wrong. Someone can have a bad credit report because of a loss of job, a medical event, or a divorce, none of which reflect on someone's ability to perform at their job. A credit report doesn't show criminal history such as when someone's identity is stolen.
- A lot of work was done with stakeholders on this bill.

Kurt Ehrenberg, NH AFL-CIO

- Employment denial based on credit check information tends to disproportionately obstruct access to jobs for women and minorities. 19 other states have introduced similar legislation and 8 states have enacted this legislation.
- This bill will help NH families.

Summary of testimony presented in opposition:

Rep. Daniels, Hills 40

- An employer should be able to know who they are hiring and should be able to discuss this topic in an interview. Employers should have the maximum amount of latitude. Maybe this is a fine line, but this is not a privacy violation.
- In response to questions from the Committee, the Representative stated that no evidence was presented during the House debate, they just had conversations.

Fiscal Note: None

Future Action: Pending

Speakers

Senate Commerce Committee: Sign-In Sheet

Date: April 9, 2013

Time: 1:20 p.m.

Public Hearing on HB 357

HB 35/	prohibitii	ng an employer from u	sing credit history	in employment	decisions.				
Name	Represe	enting			•	·			
/ Dave	June H	BIA			Support	Oppose 고	Speaking?	Yes U	No ⊠
Plo Robert	Rewny Cush	مرا	Rock.	2)	Support	Oppose	Speaking?	Yes	No
Rep. Andim		Craffen 13			Support	Oppose	Speaking?	Yes M	No.
Kurt Ehrei	1	NH AFL-C	10		Support	Oppose	Speaking?	Yes	✓ No
Resp Gam J		401540			Support:	Oppose	Speaking?	Yes ⊠*	No.
	LTES	Now Hamp	ostin Legal,	Assistance	Support	Oppose	Speaking?	Yes	No X
					Support	Oppose	Speaking?	Yes 🗀	∵Nŏ □
					Support	Oppose	Speaking?	Yes	No
					Support.	Oppose	Speaking?	Yes	No ⊹ □
	·				Support	Oppose	Speaking?	Yes	No
					Support	Oppose	Speaking?	Yes	No
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					Support	Oppose	Speaking?	Yes	No. □
		e de la composition della comp	, and the property of the control of	entry in the second	Support	Oppose	Speaking?	Yes	No

Senate Commerce Committee: Sign-In Sheet

Date: April 9, 2013

Time: 1:20 p.m.

Public Hearing on HB 357

Name	Representing	. ·				
Chris Willian	ns Greater Nashva Chanber	Support	Oppose Zk	Speaking?	Yes∷	
19 Paris 255.5 (4) 1 Paris 1 P		Support	Oppose	Speaking?	Yes	No
		Support	Oppose	Speaking?	Yes	No
		Support	Oppose	Speaking?	Yes	No
		Support.	Oppose	Speaking?	Yes —	No
		Support	Oppose	Speaking?	Yes	No
		Support	Oppose	Speaking?	Yes □	No
		Support	Oppose	Speaking?	Yes	No
		Support	Oppose	Speaking?	Yes	No
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		Support	Oppose	Speaking?	Yes	No
		Support	Oppose	Speaking?	Yes 🗆	No □
-		Support	Oppose	Speaking?	Yes	No

Testimony

Why You Should Support HB 357:

This legislation removes a significant barrier to employment by limiting an employer's ability to use credit history information as a criteria for employment decisions.

1. For the vast majority of jobs available in New Hampshire today, routine credit history checks amount to AN UNWARRANTED INVASION OF PRIVACY and create AN UNNECESSARY BARRIER TO EMPLOYMENT.

Of the 6,100 private sector service providing jobs created in New Hampshire in 2012, 4,800 – or 78% - were in the fields of health care & social assistance, leisure & hospitality, retail trade, education, and non-managerial business functions. Only 16% of new private sector service jobs in 2012 were in the financial activities sector.

Source: NH Economic, Labor, and Market Information Bureau, Current Employment Statistics, New Hampshire Non-Farm Employment, 2012 Preliminary Benchmark – Seasonally Adjusted, February 28, 2013: http://www.nhes.nh.gov/elmi/statistics/ces-data.htm#bench

2. 6 out of 10 American employers now look at a job applicant's credit history report when hiring for some or all positions – up from 2 in 10 in the mid-1990s – even though there is NO CREDIBLE EVIDENCE that an applicant's credit history is an accurate predictor of trustworthiness or future job performance.

Credit history reports are not designed as an employment screening tool. A spokesman for Trans-Union, one of the major credit reporting companies, admitted that "we don't have any research to show any statistical correlation between what's in somebody's credit report and their job performance or their likelihood to commit fraud."

Source: New York Times investigative report, As a Hiring Filter, Credit Checks Draw Questions, by Andrew Martin, April 9, 2010: http://www.nytimes.com/2010/04/10/business/10credit.html

3. Qualified job seekers are DENIED EMPLOYMENT OPPORTUNITIES because of credit history checks.

A 2012 survey of low- and middle-income households found that 1 in 10 unemployed workers had been informed that they would not be hired for a job because of information in their credit history report. Among unemployed workers with blemished credit history, 1 in 7 had been advised they were not hired because of their credit.

Source: Demos Report: Discredited: How employment credit checks keep qualified workers out of a job http://www.demos.org/discredited-how-employment-credit-checks-keep-qualified-workers-out-job

4. Employment denial based on credit check information tends to DISPROPORTIONATELY OBSTRUCT ACCESS TO JOBS FOR WOMEN AND MINORITIES.

Guidelines from U.S. Equal Employment Opportunities Commission classify pre-employment inquiries on credit rating or economic status as a "prohibited practice" unless an "employer can show that such information is essential to the particular job in question."

Debt or poor credit ratings accrued in divorce and from medical expenses are more likely to affect women, lower-income families, and the long-term unemployed and cannot legitimately be used in employment decisions. Furthermore, information in credit history reports may not be accurate. Disputed credit reports can take extensive time to resolve, leaving an applicant without a potential job for something he or she cannot control and is not responsible for.

Source: U.S. EEOC: http://www.eeoc.gov/laws/practices/inquiries_credit.cfm

5. There is NO CONFLICT with the worker privacy protections set forth in HB 135 and employer actions legally required by the federal & state Fair Credit Reporting Act.

HB 357 sponsors work diligently with stakeholders to craft language that permits exceptions for the banking and securities industries, the state and political subdivisions, and other employers with a bona fide purpose while providing credit privacy protections for the majority of New Hampshire workers. HB357 permits employers to require credit history information as a condition of employment when:

- 1. Credit history information is required by state or federal law, OR
- 2. An employer can show that credit history information is essential to the particular job in question, as defined in HB357 Section III, a-d.

Under the allowable circumstances OR anytime an employer requires credit history check in violation of the proposed law, the employer's legal obligations when requesting credit history information for employment decisions are unchanged, as established under state and federal Fair Credit Reporting Act laws.

6. Similar legislation has been passed and TESTED IN OTHER STATES.

To date, 19 states have introduced legislation to restrict the use of credit information in employment decisions and 8 have enacted laws:

1.	Washington –	2007	5.	California -	2011
2.	Hawaii –	2009	6.	Connecticut -	2011
3.	Illinois –	2010	7.	Maryland -	2011
4.	Oregon –	2010	8.	Vermont –	2012

Source: National Conference of State Legislatures

http://www.ncsl.org/issues-research/banking/use-of-credit-info-in-employ-2012-legis.aspx

Committee Report

STATE OF NEW HAMPSHIRE

SENATE

REPORT OF THE COMMITTEE

Date: May 8, 2013

THE COMMITTEE ON Commerce

to which was referred House Bill 357

AN ACT

prohibiting an employer from using credit history in employment decisions.

Having considered the same, the committee recommends that the Bill:

BE RE-REFERRED TO COMMITTEE

BY A VOTE OF: 3-2

Senator Jeb E. Bradley For the Committee

Patrick Murphy 271-8631

Docket of HB357

Bill Title: prohibiting an employer from using credit history in employment decisions.

Official Docket of HB357:

Date	В	ody	Description
1/3/2013	Ĥ		<u>Introduced</u> 1/3/2013 and Referred to Labor, Industrial and Rehabilitative Services; <u>HJ 12</u> , PG.192
1/23/2013	Н		Public Hearing: 2/12/2013 11:00 AM LOB 307
2/20/2013	Н		Full Committee Work Session: 2/28/2013 10:45 AM LOB 307
2/25/2013	H		Executive Session: 3/5/2013 1:00 PM LOB 307
3/5/2013	Н		Committee Report: Without Recommendation for Mar 20, Regular Calendar Part II; HC 23 PG:594
3/20/2013	H		Ought to Pass (Rep A. White); HJ 27, PG.879
3/20/2013	Н		Lay on Table (Rep Elliott): MF DIV 130-219; HJ 27, PG 879
3/20/2013	Н		Floor Amendment #2013-0932h (Rep A. White): AA VV; HJ 27, PG.879-880
3/20/2013	Η		Ought to Pass with Amendment #0932h: MA RC 213-144; HJ 27, PG.879-
3/21/2013	S		882 Introduced and Referred to Commerce
4/4/2013	S		Hearing: 4/9/13, Room 101, LOB, 1:20 p.m.; SC15
4/8/2013	S		Hearing: === ROOM CHANGE === 4/9/13, Room 100, SH, 1:20 p.m.
5/10/2013	S		Committee Report: Rereferred to Committee, 5/23/13; SC21
5/23/2013	${}_{a}\mathbf{S}$		Without Objection, HB 357 is Special Ordered to the Next Session Day, 2/3 Necessary, MA;
5/23/2013	S		Committee Report: Rereferred to Committee, 5/30/13; SC22
5/30/2013	S		Without Objection, HB 357 is Special Ordered to the Next Session Day, 2/3 Necessary, MA;
5/30/2013	S		Committee Report: Rereferred to Committee, 6/6/13; SC23
6/6/2013	S	ri	Without Objection, HB 357 is Special Ordered to the end of the Regular Calendar, 2/3 Necessary, MA;
6/6/2013	S	c	Rereferred to Committee, MF, VV;
6/6/2013	S		Sen. Bradley moved Ought to Pass
6/6/2013	S		Sen. Bradley Floor Amendment #2013-1999s, NT, RC 13Y-11N, AA
6/6/2013	Š	4	Sen. Soucy Moved to Divide the Question: Section 1 and Sections 2, 3 & 4
6/6/2013	S	.*	The Chair Ruled the Question Divisible: Section 1 and Sections 2, 3 & 4

6/6/2013	S	Ought to Pass with Amendment 1999s, NT, Sections 1 and 5, RC 20Y-4N, MA; OT3rdg
6/6/2013	S	Ought to Pass with Amendment 1999s, NT, Sections 2, 3, 4 and 5, RC 17Y-7N, MA; OT3rdg;
6/11/2013	Н	House Non-Concurs with Senate AM #1999s(NT) and Requests C of C (Rep Shurtleff): MA VV [Recess of 6/5/13]; HJ49 , PG.1649-1650
6/1.1/2013	Н	Speaker Appoints: Reps A.White, Weed, Ley, and Cahill [Recess of 6/5/13]; HJ49 , PG:1649-1650
6/12/2013	S	Sen. Sanborn Moved Accede to House Request for Committee of Conference MA, VV
6/12/2013	S	President Appoints: Senators Bradley, Sanborn, Hosmer
6/13/2013	Н	Committee of Conference Meeting: 6/18/2013 9:45 AM LOB 307
6/20/2013	S	Conference Committee Report, Not Signed Off

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Other Referrals

COMMITTEE REPORT FILE INVENTORY

ORIGINAL REFERRAL RE-REFERRAL 1. THIS INVENTORY IS TO BE SIGNED AND DATED BY THE COMMITTEE AIDE AND PLACED INSIDE THE FOLDER AS THE FIRST ITEM IN THE COMMITTEE FILE. 2. PLACE ALL DOCUMENTS IN THE FOLDER FOLLOWING THE INVENTORY IN THE ORDER LISTED. 3. THE DOCUMENTS WHICH HAVE AN "X" BESIDE THEM ARE CONFIRMED AS BEING IN THE FOLDER. 4. THE COMPLETED FILE IS THEN DELIVERED TO THE CALENDAR CLERK. ✓ DOCKET (Submit only the latest docket found in Bill Status) ✓ COMMITTEE REPORT CALENDAR NOTICE HEARING REPORT / HANDOUTS FROM THE PUBLIC HEARING ✓ PREPARED TESTIMONY AND OTHER SUBMISSIONS SIGN-UP SHEET(S) ALL AMENDMENTS (passed or not) CONSIDERED BY COMMITTEE: ✓ - AMENDMENT # <u>13875</u> - AMENDMENT # - AMENDMENT# - AMENDMENT# ALL AVAILABLE VERSIONS OF THE BILL: ✓ AS INTRODUCED ✓ AS AMENDED BY THE HOUSE ✓ AS AMENDED BY THE SENATE FINAL VERSION ✓ OTHER (Anything else deemed important but not listed above, such as amended fiscal notes): Senate Floor Amendment 1999s DATE DELIVERED TO SENATE CLERK 7-19-13 By Committee Aide