



1995 ASSEMBLY BILL 911

February 21, 1996 - Introduced by Representatives KELSO, GROTHMAN, ZUKOWSKI, UNDERHEIM, KAUFERT, SCHNEIDERS, NASS, PLACHE, OLSEN, SILBAUGH, POWERS and LADWIG, cosponsored by Senators HUELSMAN and DARLING. Referred to Committee on Labor and Employment.

1 **AN ACT to amend** 111.335 (1) (c) and 111.335 (1) (cm) of the statutes; **relating**
2 **to:** arrest and conviction record discrimination.

Analysis by the Legislative Reference Bureau

Subject to certain exceptions, current law prohibits discrimination in employment, licensing and labor organization membership based on arrest record or conviction record. Those exceptions include the refusal to employ an individual who is subject to a pending criminal charge or who has been convicted of an offense if that charge or offense is substantially related to that particular job, and the refusal to employ an individual who is not bondable because of conviction record if bondability is required by law or established business practice for that job.

This bill expands the exception to the prohibition against discrimination in employment based on conviction record so that it is not employment discrimination because of conviction record to bar or terminate from employment a person who has been convicted of a felony, misdemeanor or other offense and who has not been pardoned, even if that conviction is not substantially related to the circumstances of the particular job or does not render the person unbondable.

For further information see the *state and local* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

3 **SECTION 1.** 111.335 (1) (c) of the statutes is amended to read:
4 111.335 (1) (c) Notwithstanding s. 111.322, it is not employment discrimination
5 because of conviction record to refuse to employ or license, or to bar or terminate from
6 employment or licensing, any individual who:

