



State of Wisconsin
2015 - 2016 LEGISLATURE

LRB-4608/1
GMM:kjf

2015 SENATE BILL 675

February 1, 2016 - Introduced by Senators L. TAYLOR, HARRIS DODD, C. LARSON, WIRCH, MILLER, RISSER, RINGHAND and VINEHOUT, cosponsored by Representatives C. TAYLOR, MASON, GOYKE, BARNES, KESSLER, YOUNG, SINICKI, ZEPNICK, SARGENT, BERCEAU, OHNSTAD, POPE, BROSTOFF, CONSIDINE, SPREITZER and SUBECK. Referred to Committee on Labor and Government Reform.

1 **AN ACT** *to create* 111.335 (1) (am) of the statutes; **relating to:** prohibiting
2 consideration of the conviction record of an applicant for employment before the
3 applicant has been selected for an interview.

Analysis by the Legislative Reference Bureau

This bill provides that employment discrimination because of conviction record includes requesting an applicant for employment, on an application form or otherwise, to supply information regarding the conviction record of the applicant, or otherwise inquiring into or considering the conviction record of an applicant for employment, before the applicant has been selected for an interview by the prospective employer.

The bill, however, does not prohibit an employer from notifying applicants for employment that an individual with a particular conviction record may be disqualified by law or the employer's policies from employment in particular positions.

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

4 **SECTION 1.** 111.335 (1) (am) of the statutes is created to read:
5 111.335 (1) (am) 1. Employment discrimination because of conviction record
6 includes requesting an applicant for employment, on an application form or

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1 otherwise, to supply information regarding the conviction record of the applicant, or
2 otherwise inquiring into or considering the conviction record of an applicant for
3 employment, before the applicant has been selected for an interview by the
4 prospective employer.

5 2. Subdivision 1. does not prohibit an employer from notifying applicants for
6 employment that, subject to this section and ss. 111.321 and 111.322, an individual
7 with a particular conviction record may be disqualified by law or under the
8 employer's policies from employment in particular positions.

9 **SECTION 2. Initial applicability.**

10 (1) CONSIDERATION OF CONVICTION RECORD. This act first applies to an application
11 for employment submitted to an employer on the effective date of this subsection.

12 **SECTION 3. Effective date.**

13 (1) CONSIDERATION OF CONVICTION RECORD. This act takes effect on the first day
14 of the 6th month beginning after publication.

15 (END)