



State of Wisconsin
2025 - 2026 LEGISLATURE

LRB-1103/P2

MIM:cdc

DOA:.....Humphry, BB0178 - Fair Employment - Arrest or conviction record; exceptions and special cases

FOR 2025-2027 BUDGET -- NOT READY FOR INTRODUCTION

AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

EMPLOYMENT

Employment discrimination based on conviction record

This bill provides that it is employment discrimination for a prospective employer to request conviction information from a job applicant before the applicant has been selected for an interview.

The bill, however, does not prohibit an employer from notifying job applicants 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:

SECTION 1. 111.335 (3) (ag) of the statutes is created to read:

111.335 (3) (ag) 1. Employment discrimination because of conviction record includes a prospective employer 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.

2. Subdivision 1. does not prohibit a prospective employer from notifying applicants for employment that, subject to this section and ss. 111.321 and 111.322,

BILL**SECTION 1**

an individual with a particular conviction record may be disqualified by law or under the employer's policies from employment in particular positions.

3. The department may promulgate rules to implement this paragraph.

SECTION 9350. Initial applicability; Workforce Development.

(1) EMPLOYMENT DISCRIMINATION; CONSIDERATION OF CONVICTION RECORD.

The treatment of s. 111.335 (3) (ag) first applies to an application for employment submitted to an employer on the effective date of this subsection.

SECTION 9450. Effective dates; Workforce Development.

(1) EMPLOYMENT DISCRIMINATION; CONSIDERATION OF CONVICTION RECORD.

The treatment of s. 111.335 (3) (ag) and SECTION 9350 (1) of this act take effect on the first day of the 6th month beginning after publication.

(END)