

**House File 301 - Introduced**

HOUSE FILE 301

BY GAINES, STAED, MEYER,  
BROWN-POWERS, MASCHER,  
ABDUL-SAMAD, and LENSING

**A BILL FOR**

1 An Act prohibiting public employers from seeking information  
2 regarding felony convictions from job applicants unless  
3 required by law.

4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 70A.40 Hiring — prohibited  
2 information.

3 1. For purposes of this section:

4 a. "Felony" means a conviction in a court of this or any  
5 other state or of the United States, of an offense classified  
6 as a felony by the law under which the defendant was convicted  
7 at the time of the defendant's conviction.

8 b. "Public employer" means the state, its boards,  
9 commissions, agencies, and departments, and its political  
10 subdivisions, including counties, cities, school districts, and  
11 other special purpose districts.

12 2. Unless required to do so by a state law or a federal  
13 law, regulation, or policy, a public employer shall not seek  
14 information in an employment application regarding whether  
15 an applicant has been convicted of a felony. Where seeking  
16 such information is required by a state law or a federal law,  
17 regulation, or policy, a public employer shall not implement  
18 the state law or the federal law, regulation, or policy in a  
19 manner that exceeds the specific requirements of the state law  
20 or the federal law, regulation, or policy.

21 EXPLANATION

22 The inclusion of this explanation does not constitute agreement with  
23 the explanation's substance by the members of the general assembly.

24 This bill prohibits a public employer from seeking  
25 information in an employment application regarding whether  
26 an applicant has been convicted of a felony, unless the  
27 employer is required to do so by a state law or a federal law,  
28 regulation, or policy. The bill provides that where seeking  
29 such information is required by a state law or a federal law,  
30 regulation, or policy, a public employer shall not implement  
31 the state law or the federal law, regulation, or policy in a  
32 manner that exceeds the specific requirements of the state law  
33 or the federal law, regulation, or policy.