

House Study Bill 519 - Introduced

HOUSE FILE _____
BY (PROPOSED COMMITTEE
ON JUDICIARY BILL BY
CHAIRPERSON HOLT)

A BILL FOR

1 An Act prohibiting counties and cities from banning employers
2 from requesting from an applicant information related to the
3 applicant's criminal history.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 331.301, subsection 6, Code 2020, is
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. e. A county shall not adopt or enforce an
4 ordinance, motion, resolution, or amendment that prohibits
5 an employer from requesting from an applicant for employment
6 information related to the applicant's criminal history. Such
7 an ordinance, motion, resolution, or amendment adopted prior
8 to the effective date of this Act is void and unenforceable
9 on and after the effective date of this Act. For purposes of
10 this paragraph, "employer" means a person who seeks one or more
11 employees or who employs one or more employees.

12 Sec. 2. Section 364.3, subsection 3, Code 2020, is amended
13 by adding the following new paragraph:

14 NEW PARAGRAPH. e. A city shall not adopt or enforce an
15 ordinance, motion, resolution, or amendment that prohibits
16 an employer from requesting from an applicant for employment
17 information related to the applicant's criminal history. Such
18 an ordinance, motion, resolution, or amendment adopted prior
19 to the effective date of this Act is void and unenforceable
20 on and after the effective date of this Act. For purposes of
21 this paragraph, "employer" means a person who seeks one or more
22 employees or who employs one or more employees.

23 EXPLANATION

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

26 This bill prohibits a county or city from adopting or
27 enforcing an ordinance, motion, resolution, or amendment
28 that prohibits an employer from requesting from an applicant
29 for employment with the employer information related to the
30 applicant's criminal history. Such an ordinance, motion,
31 resolution, or amendment adopted prior to the effective date of
32 the bill is void and unenforceable on and after the effective
33 date of the bill. For purposes of the bill, "employer" means
34 a person who seeks one or more employees or who employs one or
35 more employees.