



Elsevier
LexisNexis
Reed Business

February 18, 2010

The Honorable Edith Prague
The Honorable Kevin Ryan
Joint Committee on Labor and Public Employees
Room 3800, Legislative Office Building
Hartford, CT 06106

Dear Senator Prague and Representative Ryan:

I am writing on behalf of Reed Elsevier and its division LexisNexis, to convey our opposition to HB 5060, which would prohibit Connecticut retail establishments from using arrest, criminal charge or conviction to determine the opportunities for promotion of the employee. By way of background, LexisNexis is recognized as a leading provider of authoritative legal, public records, and business information. This information helps our customers make informed and accurate decisions. LexisNexis also provides background check and credential verification information for employers. Our information products protect employers from liability and ensure that newly hired employees pose no financial risk.

This bill seems to be delving into a section of law that may not be required, as employers would already have the individual on staff and would naturally have a wealth of information about the individual to take into account in making promotion decisions. Indeed, in jurisdictions where tax incentives are given to businesses who take the step of hiring individuals who have criminal backgrounds, the gradual elimination of the tax credit over the time that the employer is working with the individual shows that the employer is coming to know, understand and appreciate the skills and abilities that the individual brings to the job. It gives the employer time to understand the merits of the individual and weigh the potential good with the potential bad.

HB 5060 seems to address the concern that employers will only look at arrests, criminal charges and convictions in making determinations on promotions of a certain class of employees. We would be concerned that the bill is another attempt to curtail the timing and use of background screens with criminal information generally. The existing law provides guidance to employers on how to weigh this information for job applicants. We are concerned that HB 5060 is an attempt to make it increasingly difficult for employers

The Honorable Edith Prague
The Honorable Kevin Ryan
February 18, 2010
Page 2

to use background screen information in Connecticut, thereby increasing their costs and potentially making it more difficult to locate jobs in Connecticut. For these reasons, we would oppose HB 5060, and urge the committee to do the same. I thank you for your consideration, and I would be happy to provide any information if needed.

Sincerely,

A handwritten signature in cursive script, reading "Teresa Jennings". The signature is written in black ink on a white background.

Teresa L. Jennings
Senior Director & State Government Affairs Team Leader
Reed Elsevier Inc.