



General Assembly

Amendment

February Session, 2014

LCO No. 4366

HB0527404366HRO

Offered by:

REP. LAVIELLE, 143rd Dist.

To: Subst. House Bill No. 5274

File No. 402

Cal. No. 236

**"AN ACT CONCERNING UNEMPLOYED INDIVIDUALS AND
DISCRIMINATORY HIRING PRACTICES."**

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective October 1, 2014*) (a) As used in this
4 section:

5 (1) "Employer" means any business owner, person, partnership,
6 corporation, limited liability company or association of persons acting
7 directly as, on behalf of or in the interest of such business owner,
8 person, partnership, corporation, limited liability company or
9 association in relation to employees. Employer includes the state, any
10 political subdivision thereof and any employment agency or
11 temporary help service;

12 (2) "Employment agency" means an employment agency, as defined
13 in section 31-129 of the general statutes, and any agent, representative
14 or designee of such employment agency;

15 (3) "Status as unemployed" means an individual's period of
16 unemployment, both past or present, regardless of duration; and

17 (4) "Temporary help service" means (A) a temporary help service, as
18 defined in section 31-129 of the general statutes, and (B) any agent,
19 representative or designee of such temporary help service.

20 (b) No employer shall publish in print, on the Internet or in any
21 other medium, an advertisement or announcement for any job vacancy
22 in this state that includes any provision stating or indicating that: (1)
23 An individual's status as unemployed disqualifies such individual for
24 a job, (2) such employer will not consider an individual for
25 employment based on such individual's status as unemployed, or (3)
26 the qualifications for a job include current employment.

27 (c) No employment agency or temporary help service shall publish
28 in print, on the Internet or in any other medium, an advertisement or
29 announcement for any job vacancy in this state that includes any
30 provision stating or indicating that: (1) An individual's status as
31 unemployed disqualifies such individual for a job, (2) an employer will
32 not consider an individual for employment based on such individual's
33 status as unemployed, or (3) the qualifications for a job include current
34 employment.

35 (d) Nothing in this section shall be construed to prohibit an
36 employer, employment agency or temporary help service, or an agent,
37 representative or designee of such employer, employment agency or
38 temporary help service, from:

39 (1) Publishing in print or on the Internet an advertisement for a job
40 vacancy in this state that contains any provision: (A) Setting forth
41 qualifications for a job vacancy, including, but not limited to: (i)
42 Holding a current and valid professional or occupational license,
43 certificate, registration, permit or other credential, or (ii) a minimum
44 level of education or training, or professional, occupational or field
45 experience; or (B) stating that only individuals who are current
46 employees of the employer will be considered for such job vacancy;

47 (2) Setting forth qualifications for a job vacancy, including, but not
 48 limited to: (A) Holding a current and valid professional or
 49 occupational license, certificate, registration, permit or other credential,
 50 or (B) a minimum level of education or training, or professional,
 51 occupational or field experience;

52 (3) Stating that only individuals who are current employees of the
 53 employer will be considered for such job vacancy;

54 (4) Taking into account the individual's employment history,
 55 including recent relevant experience; or

56 (5) Inquiring as to the reasons for an individual's status as
 57 unemployed."

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2014</i>	New section