

TO: Honorable Members of the Labor & Public Employees Committee

FROM: Connecticut Alarm & Systems Integrators Association

RE: Concerns with HB-5237 (AAC Fair Chance Employment)

DATE: March 3, 2016

The Connecticut Alarm & Systems Integrators Association (CASIA) is a state trade association comprised of security industry professionals working to protect lives and property through responsible use of electronic security, fire, and integrated alarm systems.

Regarding House Bill 5237, *“An Act Concerning Fair Chance Employment”* while CASIA recognizes and appreciates the intent behind this legislation, CASIA has significant concerns with both the drafting of this bill and the real impacts of such legislation on our industry and our customers, and therefore respectfully opposes HB-5237 as currently drafted.

CASIA and its members take all matters of security and life safety extremely seriously. It is our business to protect persons and property, residents and businesses, throughout our state. In doing so, we strive to hold ourselves and our members to the highest standards and best industry practices. This includes pre-screening employees and technicians performing security system installation, service, repair work, monitoring and access control.

While the bill as currently drafted correctly recognizes the unique nature of certain employers and industries (e.g. some law enforcement agencies, financial institutions, insurance producers, etc.) and therefore “exempts” them from the legislation, unfortunately the exemptions omit our important industry of electronic security and life safety. Note that in our industry, not only is the passing of a pre-employment criminal (and often credit) background considered a best practice, it is often required by law in many other jurisdictions. For example, in Massachusetts, a background check is required for ANY work in the security field. Furthermore, in addition to the need for employers in our industry to conduct the initial check, ongoing checks also need to be considered. For example, in our industry employers periodically check backgrounds of current employees on an ongoing basis.

Therefore, CASIA respectfully asks members of the Labor Committee to reject the current version of HB-5237 and amend it to include a critical exemption for our industry. CASIA would be happy to serve as an ongoing resource to the legislature in this regard. Thank you for your consideration of CASIA’s comments.