

OFFICE OF FISCAL ANALYSIS

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<http://www.cga.ct.gov/ofa>

sHB-6474

AN ACT CONCERNING COLLATERAL EMPLOYMENT CONSEQUENCES OF A CRIMINAL RECORD.

OFA Fiscal Note

State Impact: None

Municipal Impact: None

Explanation

The bill makes it a discriminatory practice for employers to deny employment to someone because of their criminal record. Currently, someone victimized by a discriminatory practice can file a discrimination complaint with the Commission on Human Rights and Opportunities (CHRO), which investigates and enforces anti-discrimination laws.

This provision is not anticipated to result in a fiscal impact to CHRO based on the additional number of complaints expected under the bill's provisions. In FY 19, there were 2,028 employment cases were filed with CHRO and in FY 20, there were 1,922 similar cases filed with the agency. It is estimated that the additional 120 cases expected under the bill can be handled by the 39 staff persons currently employed by CHRO.

Sections 19 - 31 make it a discriminatory practice for the commissioners of Consumer Protection, Emergency Services and Public Protection, and Public Health to deny an occupational license based solely on criminal records. This is not anticipated to result in a fiscal impact to the state.

The bill establishes a 10-member Council on the Elimination of

Occupational License Collateral Consequences and requires it to identify state laws that create barriers for someone to obtain an occupational license based on their criminal records. The bill also requires several state agencies to report certain information about their practices and procedures for performing background checks.

The bill requires the council, by February 1, 2022, to submit a report on its recommendations to Labor Committee. This section of the bill has no fiscal impact as PA 17-236 prohibits transportation allowances for council members.

The Out Years

State Impact: None

Municipal Impact: None