

1-1 By: Creighton S.B. No. 2488
 1-2 (In the Senate - Filed March 27, 2019; March 27, 2019, read
 1-3 first time and referred to Committee on State Affairs;
 1-4 April 8, 2019, reported adversely, with favorable Committee
 1-5 Substitute by the following vote: Yeas 7, Nays 0; April 8, 2019,
 1-6 sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8				
1-9	X			
1-10	X			
1-11	X			
1-12	X			
1-13	X			
1-14	X			
1-15			X	
1-16	X			
1-17			X	

1-18 COMMITTEE SUBSTITUTE FOR S.B. No. 2488 By: Creighton

1-19 A BILL TO BE ENTITLED
 1-20 AN ACT

1-21 relating to the authority of a political subdivision to adopt or
 1-22 enforce certain regulations regarding whether a private employer
 1-23 may obtain, consider, or take employment action based on an
 1-24 employment applicant's or employee's criminal history record
 1-25 information.

1-26 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:
 1-27 SECTION 1. Title 3, Labor Code, is amended by adding Chapter
 1-28 106 to read as follows:

1-29 CHAPTER 106. CRIMINAL HISTORY RECORD INFORMATION OF EMPLOYMENT
 1-30 APPLICANT OR EMPLOYEE

1-31 Sec. 106.001. DEFINITIONS. In this chapter:

1-32 (1) "Applicant" means a person who has made an oral or
 1-33 written application with a private employer, or has sent a resume or
 1-34 other correspondence to a private employer, indicating an interest
 1-35 in employment.

1-36 (2) "Criminal history record information" has the
 1-37 meaning assigned by Section 411.082, Government Code.

1-38 (3) "Employee" means an individual who is employed by
 1-39 an employer for compensation.

1-40 (4) "Employer" means a person who employs one or more
 1-41 employees.

1-42 Sec. 106.002. CONSIDERATION OF CRIMINAL HISTORY RECORD
 1-43 INFORMATION OF EMPLOYMENT APPLICANT OR EMPLOYEE. A political
 1-44 subdivision of this state may not adopt or enforce any ordinance,
 1-45 order, rule, regulation, or policy that prohibits, limits, or
 1-46 otherwise regulates a private employer's ability to request,
 1-47 consider, or take employment action based on the criminal history
 1-48 record information of an applicant or employee.

1-49 SECTION 2. Chapter 106, Labor Code, as added by this Act,
 1-50 applies to an ordinance, order, rule, regulation, or policy adopted
 1-51 before, on, or after the effective date of this Act.

1-52 SECTION 3. This Act takes effect September 1, 2019.

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