HOUSE DOCKET, NO. 1234 FILED ON: 1/16/2013

HOUSE . . . . . No. 1731

The Commonwealth of Massachusetts

PRESENTED BY:

Carlos Henriquez

To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:

The undersigned legislators and/or citizens respectfully petition for the passage of the accompanying:

An Act relative to the use of credit reports in the hiring process.

PETITION OF:

NAME:	DISTRICT/ADDRESS:
Carlos Henriquez	*5th Suffolk*
Denise Provost	*27th Middlesex*
Christine E. Canavan	*10th Plymouth*
Cory Atkins	*14th Middlesex*

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HOUSE . . . . . No. 1731

By Mr. Henriquez of Boston, a petition (accompanied by bill, House, No. 1731) of Carlos Henriquez and others for legislation to prohibit employers from discriminating against certain employees or potential employees based on a credit history or report. Labor and Workforce Development.

The Commonwealth of Massachusetts

An Act relative to the use of credit reports in the hiring process.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Section 4 of chapter 151B of the General Laws, as appearing in the 2010 Official Edition, is hereby amended by adding the following subsection:-

20. For an employer to refuse to hire or employ or to bar or discharge from employment, or otherwise to discriminate against any individual in compensation or in the terms, conditions or privileges of employment of any individual because of the individual's credit history or credit report, unless the information in the individual's credit history or credit report directly relates to a bona fide occupational qualification. A bona fide occupational requirement requires at least 1 of the following:

(i) the duties of the position include custody of or unsupervised access to cash or marketable assets valued at $2,500 or more; or

(ii) the duties of the position include signatory power over business assets of $1,000 or more per transaction.