

AMENDMENTS TO LB254

Introduced by Hansen, B., 16.

1 1. Strike the original sections and insert the following new
2 sections:

3 Section 1. Sections 1 to 3 of this act shall be known and may be
4 cited as the Fair Chance Hiring Act.

5 Sec. 2. For purposes of the Fair Chance Hiring Act:

6 (1) Applicant means (a) any individual considered for, or who
7 requests to be considered for, employment by an employer, or (b) any
8 employee considered for, or who requests to be considered for, another
9 employment position with his or her employer;

10 (2) Employee means an individual employed by an employer;

11 (3) Employer means any person having in his or her employ fifteen or
12 more employees for each working day in each of twenty or more calendar
13 weeks in the current or preceding calendar year, and any person acting
14 for or in the interest of an employer, directly or indirectly but such
15 term does not include (a) the United States, (b) a corporation wholly
16 owned by the government of the United States, (c) an Indian tribe or (d)
17 the State of Nebraska, state or local governmental agencies, or political
18 subdivisions;

19 (4) Employment agency means any person regularly undertaking with or
20 without compensation to procure employees for an employer or to procure
21 for employees opportunities to work for an employer and includes an agent
22 of such a person, but does not include an agency of the United States,
23 except that such term does include the United States Employment Service
24 and the system of state and local employment services receiving federal
25 assistance;

26 (5) Person includes one or more individuals, partnerships, limited
27 liability companies, associations, corporations, business trusts, legal

1 representatives, or any organized group of persons.

2 Sec. 3. An employer or employment agency that asks an applicant to
3 disclose, orally or in writing, information concerning the applicant's
4 criminal record or history, including any inquiry on any employment
5 application, shall afford the applicant an opportunity to explain the
6 information and the circumstances regarding any convictions or other
7 criminal history, including the applicant's rehabilitation.