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News and Legislation Relating to Employment and Background Checks

News and Federal Legislation:

E-Verify

- On April 14th, the House Ways and Means Subcommittee on Social Security held a hearing regarding the role of the Social Security Administration in verification of employment eligibility. Government Accountability Office Director of Homeland Security and Justice Richard Stana testified about the effectiveness of E-Verify, noting that approximately 2.8% of applicants are initially rejected with approximately 0.5% eventually resolving errors. The hearing also explored potential improvements to the verification process, such as tamper-proof Social Security cards. (<http://waysandmeans.house.gov/Calendar/EventSingle.aspx?EventID=234780>)

News and State Legislation:

Background Checks

- On April 22nd, the Washington State Legislature passed a bill (H.B. 1793), which would prohibit any consumer reporting agency from including in a consumer report any information from juvenile criminal records for any individual after reaching the age of twenty-one. (<http://apps.leg.wa.gov/documents/billdocs/2011-12/Pdf/Bills/House%20Passed%20Legislature/1793-S.PL.pdf>)
- On April 13th, Philadelphia, PA enacted a bill (Bill 110111-A), which places limitations on both public and private sector employers to use criminal history background checks in making hiring decisions. The new ordinance will prevent employers from asking applicants about their criminal history until after a first interview. The ordinance will also ban employers from considering arrests or criminal charges against an applicant unless resulting in a conviction or are currently pending. (<http://legislation.phila.gov/attachments/11273.pdf>)
- On April 13th, the Delaware House passed a bill (H.B. 48), which would require the state to provide records of mental health to the National Instant Criminal Background Check System in order to prevent individuals with mental health issues from purchasing firearms. ([http://www.legis.delaware.gov/LIS/lis146.nsf/vwLegislation/HB+48/\\$file/legis.html?open](http://www.legis.delaware.gov/LIS/lis146.nsf/vwLegislation/HB+48/$file/legis.html?open))