

MAINE STATE LEGISLATURE

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125th MAINE LEGISLATURE

FIRST REGULAR SESSION-2011

Legislative Document

No. 152

H.P. 135

House of Representatives, January 25, 2011

An Act To Prohibit Employment Discrimination Based on a Prior Criminal Conviction

Reference to the Committee on Labor, Commerce, Research and Economic Development suggested and ordered printed.

A handwritten signature in cursive script that reads "Heather J.R. Priest".

HEATHER J.R. PRIEST
Clerk

Presented by Representative BRYANT of Windham.
Cosponsored by Senator BLISS of Cumberland and
Representatives: GOODE of Bangor, KUMIEGA of Deer Isle, STUCKEY of Portland,
Senators: ALFOND of Cumberland, GERZOFKY of Cumberland.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §600** is enacted to read:

3 **§600. Protection from employment discrimination for persons with prior criminal**
4 **convictions**

5 A person may not be disqualified from employment or be disqualified to engage in an
6 occupation for which a license, permit or certificate is required because of a prior
7 conviction of a crime within or without the State. A person may be denied employment
8 or may be denied a license, permit or certificate to engage in an occupation by reason of
9 the prior conviction of a crime if the offense has a reasonable relationship to the functions
10 of the employment or occupation for which the license, permit or certificate is sought or
11 if the person is disqualified by statute from the occupation for which a license, permit or
12 certificate is sought.

13 **SUMMARY**

14 This bill protects persons who have a prior conviction of a crime from employment
15 discrimination by providing that a person with a prior conviction may not be disqualified
16 from employment or an occupation that requires a license, permit or certificate on the
17 basis of that conviction unless the offense for which the person was convicted has a
18 reasonable relationship to the functions of the employment or occupation or the person is
19 disqualified from that occupation by state statute.