



129th MAINE LEGISLATURE

SECOND REGULAR SESSION-2020

Legislative Document	No. 1986

S.P. 688

In Senate, January 8, 2020

An Act To Clarify the Law Protecting Job Applicants from Identity Theft

Approved for introduction by a majority of the Legislative Council pursuant to Joint Rule 203.

Reference to the Committee on Labor and Housing suggested and ordered printed.

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DAREK M. GRANT Secretary of the Senate

Presented by Senator BELLOWS of Kennebec.

Cosponsored by Senators: CHIPMAN of Cumberland, DILL of Penobscot, President JACKSON of Aroostook, TIMBERLAKE of Androscoggin, Representatives: DUNPHY of Old Town, RILEY of Jay, SYLVESTER of Portland.

- 1 Be it enacted by the People of the State of Maine as follows:
- 2 Sec. 1. 26 MRSA §598-A, as enacted by PL 2019, c. 47, §1, is amended to read:

3 §598-A. Prospective employee's social security number

Beginning Except as required by federal law, beginning January 1, 2020, an employer may not request a social security number from a prospective employee on an employment application or during the application process for employment except for the purposes of substance abuse use testing under subchapter 3-A or a preemployment background check. This section does not apply to an employer's request for a social security number after the employee has been hired.

10 SUMMARY

11 Current law prohibits an employer from requesting the social security number of a 12 prospective employee. This bill provides an exception to the prohibition when the 13 employer is required to request the social security number by federal law.