

PLEASE NOTE: Legislative Information **cannot** perform research, provide legal advice, or interpret Maine law. For legal assistance, please contact a qualified attorney.

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

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

**Sec. 1. 26 MRSA §598-A**, as enacted by PL 2019, c. 47, §1, is amended to read:

### **§ 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.

### **SUMMARY**

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