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LABOR, COMMERCE, RESEARCH AND ECONOMIC DEVELOPMENT

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**STATE OF MAINE
HOUSE OF REPRESENTATIVES
128TH LEGISLATURE
FIRST REGULAR SESSION**

COMMITTEE AMENDMENT “ ” to H.P. 429, L.D. 613, Bill, “An Act To Protect Job Applicants from Identity Theft”

Amend the bill by striking out everything after the enacting clause and before the summary and inserting the following:

'Sec. 1. 26 MRSA §600-A is enacted to read:

§600-A. Prospective employees' social security numbers

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 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

This amendment, which is the majority report of the Joint Standing Committee on Labor, Commerce, Research and Economic Development, replaces the bill with language to clarify the intent to prohibit the request of a social security number from a prospective employee by an employer on an employment application or during the application process. An employer may still request a social security number from a prospective employee for purposes of a substance abuse test or preemployment background check. The amendment further clarifies that an employer is not prohibited from asking for a social security number from an individual for any reason after the individual has been hired.

FISCAL NOTE REQUIRED

(See attached)

COMMITTEE AMENDMENT