

*07/29/11- Special Announcement to all State of Connecticut employers:*

The State of Connecticut has passed Public Act No. 11-223, which limits the use of credit reports in the hiring process and decision.

The law states the following:

No employer or employer's agent, representative or designee may require an employee or prospective employee to consent to a request for a credit report that contains information about the employee's or prospective employee's credit score, credit account balances, payment history, savings or checking account balances or savings or checking account numbers as a condition of employment unless (1) such employer is a financial institution, (2) such report is required by law, (3) the employer reasonably believes that the employee has engaged in specific activity that constitutes a violation of the law related to the employee's employment, or (4) such report is substantially related to the employee's current or potential job or the employer has a bona fide purpose for requesting or using information in the credit report that is substantially job-related and is disclosed in writing to the employee or applicant.

**This law will require a review of the hiring process in place, including the waiver that all applicants must complete, and may require changes to that process.**

The complete text can be found here:

<http://www.cga.ct.gov/2011/ACT/PA/2011PA-00223-R00SB-00361-PA.htm>

Justifacts recommends that you consult with your legal department to determine what changes, if any, need to be made to your hiring process in order to comply with this law.

*It is important to note that Justifacts is providing this information as a service to our clients. None of the information contained herein should be construed as legal advice, nor is Justifacts engaged to provide legal advice. Although we go to great lengths to make sure our information is accurate and useful, we recommend you consult your attorney or legal department if you want assurance that our information, and your interpretation of it, is appropriate to your particular situation.*