

## 2nd Sub. H.B. 192

### FORMER OFFENDER EMPLOYMENT AMENDMENTS

HOUSE FLOOR AMENDMENTS

AMENDMENT 1

FEBRUARY 10, 2022 12:33 PM

Representative **Marsha Judkins** proposes the following amendments:

1. *Page 1, Lines 20 through 22:*

20           ▶     when hiring a mental health professional, prohibits a private employer from {~~;~~  
21     —•—} excluding an applicant from an interview for certain arrests {~~or~~} ; a  
                   juvenile adjudication {~~;~~and} , or  
22     {~~making an inquiry regarding an applicant's~~} an expunged criminal  
                   {~~history~~} offense ;

2. *Page 6, Lines 154 through 159:*

154           (1) Except as provided in Subsection (4), a private employer may not {~~;~~  
155     —(a)} exclude a mental health professional applicant from an initial interview because of ;  
156     (a) an arrest that occurred when the mental health professional applicant was younger than 18  
157     years old {~~or~~} ;  
                   (b) a juvenile adjudication; or  
158           {~~(b) make an inquiry related to a mental health professional applicant's~~} (c) an expunged  
159     criminal {~~history~~} offense .

3. *Page 6, Lines 160 through 168:*

160           (2) A private employer excludes a mental health professional applicant from an initial  
161     interview under Subsection (1) {~~(a)~~} if the private employer:  
162           (a) requires the mental health professional applicant to disclose, on an employment  
163     application, a juvenile adjudication , an expunged criminal offense, or an arrest described in Subsection  
164     (1) {~~(a)~~} ;  
165           (b) requires the mental health professional applicant to disclose, before an initial  
166     interview, a juvenile adjudication , an expunged criminal offense, or an arrest described in Subsection  
167     (1) {~~(a)~~} ; or  
168           (c) if no interview is conducted, requires the mental health professional applicant to  
169     disclose, before making a conditional offer of employment, a juvenile adjudication , an expunged criminal  
170     offense, or an arrest  
171     described in Subsection (1) {~~(a)~~} .