



Ohio Legislative Service Commission

Sub. Bill Comparative Synopsis

Kelly Bomba

Sub. H.B. 56

131st General Assembly
(H. Commerce & Labor)

This table summarizes how the latest substitute version of the bill differs from the immediately preceding version. It addresses only the topics on which the two versions differ substantively. It does not list topics on which the two bills are substantively the same.

Topic	Previous Version (As Introduced)	Sub. Version (LSC 131 0319-1)
<p>Consideration of criminal records in the hiring process of public employers</p>	<p>Prohibits an appointing authority from inquiring into or considering the criminal background of an applicant to a position with a public employer until the applicant has been selected for appointment and the appointing authority is prepared to make an offer of employment. Prohibits an applicant from being disqualified solely due to a prior conviction or guilty plea unless the employer is required by law to do so.</p> <p>Authorizes an appointing authority to notify an applicant of any Ohio or federal law that disqualifies an individual with a particular criminal history from employment in a particular position.</p> <p>Establishes factors an appointing authority must consider before denying an applicant</p>	<p>Prohibits a public employer from including on any employment application form any question concerning whether an applicant has been convicted of or pleaded guilty to a felony in Ohio or any other jurisdiction.</p> <p>No provision.</p> <p>No provision.</p>

Topic	Previous Version (As Introduced)	Sub. Version (LSC 131 0319-1)
	<p>employment because of a prior conviction of or plea of guilty to an offense.</p> <p>Requires an appointing authority to state a rejection of an applicant in writing and send it to the applicant by registered mail if a conviction of or a plea of guilty to an offense is used for the basis of the rejection.</p> <p>Prohibits an appointing authority from using an applicant's arrest record that is not followed by a conviction or plea of guilty in connection with an application for employment. <i>(R.C. 9.73, with conforming changes in R.C. 124.25 and 124.26).</i></p> <p>No provision.</p>	<p>No provision.</p> <p>No provision.</p> <p>Specifies that the bill does not prohibit a public employer from completing a criminal records check as part of any application process if otherwise permitted by law. <i>(R.C. 9.73).</i></p>

HB56-131.docx/emr

