

AMENDED IN ASSEMBLY MAY 28, 2014

AMENDED IN ASSEMBLY MAY 23, 2014

AMENDED IN ASSEMBLY APRIL 1, 2014

CALIFORNIA LEGISLATURE—2013–14 REGULAR SESSION

ASSEMBLY BILL

No. 1650

Introduced by Assembly Member Jones-Sawyer

February 11, 2014

An act to add Section 10186 to the Public Contract Code, relating to public contracts.

LEGISLATIVE COUNSEL'S DIGEST

AB 1650, as amended, Jones-Sawyer. Public contracts: bidders: employment practices.

The State Contract Act governs contracting between state agencies and private contractors, and sets forth requirements for the bidding, awarding, and overseeing, of contracts for projects. The act defines a project to include the construction or other improvement to a state structure, building, road, or other state improvement of any kind, that will exceed a total cost limit of \$250,000 for the 2010 calendar year, as adjusted every 2 years.

Existing regulatory law generally prohibits employers from asking an applicant for employment to disclose information concerning convictions—~~which~~ *that* have been sealed, expunged, or statutorily eradicated, and certain marijuana-related convictions if the convictions are more than 2 years old. Existing law, commencing July 1, 2014, prohibits a state or local agency from asking an applicant to disclose information regarding a criminal conviction, except as specified, until

the agency has determined the applicant meets the minimum employment qualifications for the position.

This bill would enact the Fair Chance Employment Act, which would require any person submitting a bid for a state contract involving onsite construction-related services to certify that they do not ask an applicant for onsite construction-related employment to disclose information concerning his or her conviction history. The bill would not apply to a position for which a person or state agency is otherwise required by state or federal law to conduct a conviction or criminal history background check or to any contract position with a criminal justice agency, as specified. This bill would not apply to a person ~~that has a collective bargaining agreement with its employees that is consistent with these provisions~~ *to the extent that he or she obtains workers from a hiring hall pursuant to a bona fide collective bargaining agreement.*

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. Section 10186 is added to the Public Contract
- 2 Code, to read:
- 3 10186. (a) This section shall be known, and may be cited, as
- 4 the “Fair Chance Employment Act.”
- 5 (b) Any person submitting a bid to the state on a contract
- 6 involving onsite construction-related services shall certify that the
- 7 person does not ask an applicant for onsite construction-related
- 8 employment to disclose orally or in writing information concerning
- 9 the conviction history of the applicant on or at the time of an initial
- 10 employment application.
- 11 (c) This section shall not apply to a position for which the person
- 12 or the state is otherwise required by state or federal law to conduct
- 13 a conviction history background check or to any contract position
- 14 with a criminal justice agency, as that term is defined in Section
- 15 13101 of the Penal Code.
- 16 (d) This section shall not apply to a person ~~that has a collective~~
- 17 ~~bargaining agreement with its employees that is consistent with~~
- 18 ~~the provisions of this section~~ *to the extent that he or she obtains*

- 1 *workers from a hiring hall pursuant to a bona fide collective*
- 2 *bargaining agreement.*

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