COLORADO BILL RESTRICTING EMPLOYERS FROM SCREENING JOBSEEKERS BY CREDIT HISTORY PASSES SECOND READING

A much-awaited bill, SB-3, that limits the use of credit-checks for the purpose of screening job candidates has passed second round by voice vote and will go to the Colorado Senate for final reading. If it is approved in the final reading before the Senate, the bill would move forward through due process to become law. Needless to say, even with both vacant positions and jobless ludicrously coexisting, one of the biggest barriers was the credit check to screen potential candidates for jobs. When people were down and out in the throes of the most excruciating economic recession in American history, were living on food coupons and UI money, their attempts to get a job and get their personal economic situations back to balance have been continuously thwarted by credit checks. This bill attempts to redress the situation. The bill sponsored by Sen. Morgan Carroll, D-Aurora is expected to pass through a Democrat-controlled Senate without much problem, though the House, which is controlled by Republicans, may not agree with the Senate. Senator Scott Renfroe, R-Greeley, stated vehemently that, "This is not a jobs bill, but a burden on business, of not giving them the opportunity to hire the right person for the right job….In turn, you might hire someone who is not effective and you're firing within two months instead of getting it right the first time." However, the supporters of SB-3 pointed to multiple studies and research, which indicated that there is no correlation between an individual's credit history and his/her on-the-job performance. The voices of dissent were virtually stilled when Carroll asked, "*Can I get permission from all the legislators here to pull their credit history so that their constituents can decide if they're good enough to represent them?*" Most dissenting legislators did not seem agreeable to such a horrendous idea. Proponents of the bill said that the bill aims to limit the use of credit histories to screen potential job candidates, unless the requirements of the position (like that of a cashier) required to prove financial integrity. Also, companies that are required to do credit checks under federal contracts will not come within the ambit of the bill.

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