

By: Representative Fleming

To: Labor

HOUSE BILL NO. 130

1 AN ACT TO PROHIBIT EMPLOYERS FROM ASKING APPLICANTS ON  
2 EMPLOYMENT APPLICATIONS WHETHER OR NOT SUCH APPLICANT HAS BEEN  
3 CONVICTED OF A FELONY; TO CONTINUE TO ALLOW CRIMINAL BACKGROUND  
4 CHECKS OF APPLICANTS FOR EMPLOYMENT; AND FOR RELATED PURPOSES.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

6 **SECTION 1.** No employer doing business in the State of  
7 Mississippi may ask on an employment application whether or not  
8 the applicant has been convicted of a felony. However, nothing in  
9 this act shall be construed as prohibiting an employer from  
10 conducting a criminal background check on such applicant, and  
11 nothing in this act shall be construed as forcing an employer to  
12 hire a convicted felon.

13 **SECTION 2.** This act shall take effect and be in force from  
14 and after July 1, 2006.