

By: Senator(s) Brown

To: Accountability,  
Efficiency, Transparency

SENATE BILL NO. 2689

1 AN ACT TO PROVIDE THAT NO LOCAL GOVERNMENT SHALL ADOPT OR  
2 MAINTAIN IN EFFECT ANY LAW, ORDINANCE, OR RULE THAT CREATES  
3 REQUIREMENTS, REGULATIONS, PROCESSES OR PROHIBITIONS THAT IN ANY  
4 WAY INTERFERE WITH AN EMPLOYERS' ABILITY TO BECOME FULLY INFORMED  
5 ABOUT THE BACKGROUND OF AN EMPLOYEE OR POTENTIAL EMPLOYEE FOR THE  
6 PURPOSE OF CREATING OR MAINTAINING A FAIR, SECURE, SAFE AND  
7 PRODUCTIVE WORKPLACE; AND FOR RELATED PURPOSES.

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

9 **SECTION 1.** (1) No county, board of supervisors of a county,  
10 municipality, governing authority of a municipality or any other  
11 political subdivision shall adopt or maintain in effect any law,  
12 ordinance, or rule that creates requirements, regulations,  
13 processes or prohibitions that in any way interfere with an  
14 employers' ability to become fully informed about the background  
15 of an employee or potential employee for the purpose of creating  
16 or maintaining a fair, secure, safe and productive workplace. Any  
17 ordinance or regulation that exists as of the effective date of  
18 this act or is created after the effective date of this act that  
19 violates the provisions of this section shall be explicitly  
20 preempted and voided by this act.



21           (2) The Legislature recognizes that fair, secure and safe  
22 workplaces are critical to high employer and employee productivity  
23 and increased employer and employee productivity improve the  
24 economic health of our state. Because the employer is in the best  
25 position to understand the fairness, security and safety needs of  
26 his or her workplace, any law or ordinance that hinders an  
27 employer's ability to meet the demands of such needs by limiting  
28 the ability of an employer to become informed about the background  
29 of an employee or potential employee, shall be declared unfair and  
30 against the laws and policies of this state.

31           **SECTION 2.** This act shall take effect and be in force from  
32 and after July 1, 2014.

