

**BOARD BILL NUMBER 120**

**PRIMARY SPONSOR:** Alderman John Collins-Muhammad

**DATE OF INTRODUCTION:** October 4, 2019

**BOARD BILL SUMMARY:**

The proposed bill would prohibit employers in the City from basing job hiring and promotion decisions on an applicant's criminal history unless the employer can demonstrate its relevance to the job-related decision, and inquiring about an applicant's criminal history until after it has been determined the applicant is otherwise qualified for the position, unless the applicant is part of a final pool of applicants for the job position and all of the applicants are asked. The forgoing would not apply where the employer is required by law or regulation to exclude applicants with certain criminal convictions.

The proposed bill's impact on the community is unknown at this time.

**BOARD BILL NO. 120 INTRODUCED BY: ALDERMAN JOHN COLLINS-  
MUHAMMAD/ALDERWOMAN MARLENE DAVIS**

1 An ordinance prohibiting employers in the City of St. Louis from basing job hiring or  
2 promotion decisions on an applicant's criminal history, unless the employer can demonstrate  
3 its relevance to the employment related decision, or where employers are required to exclude  
4 applicants with certain criminal convictions due to local, state, or federal law or regulation; and  
5 prohibiting employers from inquiring about a job applicant's criminal history until after it has  
6 been determined that the job applicant is otherwise qualified for the job position, or the job  
7 applicant is a part of the final pool of candidates from which the job position will be filled and  
8 all of the applicants in the pool are asked.

9

10 **BE IT ORDAINED BY THE CITY OF ST. LOUIS AS FOLLOWS:**

11

12 **SECTION ONE.**

13 A. Except as provided in subsection B of this Section, in the City of St. Louis it shall be  
14 unlawful:

15 (1.) For an employer to base a hiring or promotional decision on a job applicant's  
16 criminal history or sentence related thereto, unless the employer can demonstrate that  
17 the employment-related decision was based on all information available including  
18 consideration of the frequency, recentness and severity of a criminal record and that

1           the record was reasonably related to or bears upon the duties and responsibilities of the  
2           job position; and

3           (2.) For an employer to inquire about a job applicant's criminal history until after it  
4           has been determined that the job applicant is otherwise qualified for the job position,  
5           and only after the job applicant has been interviewed for the job position provided;  
6           however, such an inquiry may be made of all job applicants who are in the final  
7           selection pool from which the job position will be filled.

8    B. The requirements set forth in subsection A of this section do not apply to job positions where  
9    employers are required to exclude applicants with certain criminal convictions from  
10   employment due to local, state or federal law or regulation.