

Senate Bill 433

By: Senators James of the 35th, Butler of the 55th and Jones of the 10th

A BILL TO BE ENTITLED
AN ACT

1 To amend Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to
2 general provisions regarding labor and industrial relations, so as to prohibit employers from
3 requesting credit reports on employees or prospective employees with certain exceptions; to
4 provide for related matters; to provide for an effective date; to repeal conflicting laws; and
5 for other purposes.

6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

7 **SECTION 1.**

8 Chapter 1 of Title 34 of the Official Code of Georgia Annotated, relating to general
9 provisions regarding labor and industrial relations, is amended by adding a new Code section
10 to read as follows:

11 "34-1-8.

12 (a) As used in this Code section, the term:

13 (1) 'Employee' means any person engaged in service to an employer in a business of the
14 employer.

15 (2) 'Employer' means any person engaged in business who has one or more employees,
16 including the state or any political subdivision of the state.

17 (3) 'Substantially related to the employee's current or prospective job' means the
18 information contained in the credit report is related to the position for which the
19 employee or prospective employee who is the subject of the report is being evaluated
20 because the position:

21 (A) Is a managerial position which involves setting the direction or control of the
22 business;

23 (B) Involves access to customers', employees', or the employer's personal or financial
24 information other than information customarily provided in a retail transaction;

25 (C) Involves a fiduciary responsibility to the employer, including, but not limited to,
26 the authority to issue payments, transfer money, or enter into contracts; or

27 (D) Provides an expense account.

28 (b) No employer nor an employer's agent, representative, or designee may require an
29 employee or prospective employee to consent to a request for a credit report that contains
30 information about the employee's or prospective employee's credit score, credit account
31 balances, payment history, savings or checking account balances, or savings or checking
32 account numbers as a condition of employment unless:

33 (1) Such credit report is substantially related to the employee's current or prospective job;

34 (2) Such credit report is required by law; or

35 (3) The employer reasonably believes that the employee has engaged in specific activity
36 that constitutes a violation of the law.

37 (c) Any person or corporation who violates any provision of subsection (b) of this Code
38 section shall be guilty of a misdemeanor and, upon conviction thereof, shall be punished by
39 a fine of not less than \$200.00 nor more than \$400.00."

40 **SECTION 2.**

41 This Act shall become effective on July 1, 2010.

42 **SECTION 3.**

43 All laws and parts of laws in conflict with this Act are repealed.