



129th MAINE LEGISLATURE

FIRST REGULAR SESSION-2019

Legislative Document

No. 305

H.P. 229

House of Representatives, January 22, 2019

An Act To Protect Job Applicants from Identity Theft

Reference to the Committee on Labor and Housing suggested and ordered printed.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative RILEY of Jay.

1 **Be it enacted by the People of the State of Maine as follows:**

2 **Sec. 1. 26 MRSA §598-A** is enacted to read:

3 **§598-A. Prospective employee's social security number**

4 An employer may not request a social security number from a prospective employee
5 on an employment application or during the application process for employment except
6 for the purposes of substance abuse testing under subchapter 3-A or a preemployment
7 background check. This section does not apply to an employer's request for a social
8 security number after the employee has been hired.

9 **SUMMARY**

10 This bill prohibits the request of a social security number from a prospective
11 employee by an employer on an employment application or during the application
12 process. Under this bill, an employer may still request a social security number from a
13 prospective employee for purposes of a substance abuse test or preemployment
14 background check, and an employer is not prohibited from asking for a social security
15 number from an individual for any reason after the individual has been hired.