



129th MAINE LEGISLATURE

SECOND REGULAR SESSION-2020

Legislative Document

No. 1986

S.P. 688

In Senate, January 8, 2020

An Act To Clarify the Law Protecting Job Applicants from Identity Theft

Approved for introduction by a majority of the Legislative Council pursuant to Joint Rule 203.

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

A handwritten signature in black ink, appearing to read 'D M Grant'.

DAREK M. GRANT
Secretary of the Senate

Presented by Senator BELLOWS of Kennebec.

Cosponsored by Senators: CHIPMAN of Cumberland, DILL of Penobscot, President JACKSON of Aroostook, TIMBERLAKE of Androscoggin, Representatives: DUNPHY of Old Town, RILEY of Jay, SYLVESTER of Portland.

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

2 **Sec. 1. 26 MRSA §598-A**, as enacted by PL 2019, c. 47, §1, is amended to read:

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

4 ~~Beginning~~ Except as required by federal law, beginning January 1, 2020, an employer
5 may not request a social security number from a prospective employee on an employment
6 application or during the application process for employment except for the purposes of
7 substance ~~abuse~~ use testing under subchapter 3-A or a preemployment background check.
8 This section does not apply to an employer's request for a social security number after the
9 employee has been hired.

10 **SUMMARY**

11 Current law prohibits an employer from requesting the social security number of a
12 prospective employee. This bill provides an exception to the prohibition when the
13 employer is required to request the social security number by federal law.