

Session 115 - (2003-2004)

H 4433 General Bill, By G.M. Smith

Summary: Employment, background checks, social security numbers

A BILL TO AMEND THE CODE OF LAWS OF SOUTH CAROLINA, 1976, BY ADDING SECTION 41-1-130 SO AS TO PROHIBIT THE REQUIREMENT BY AN EMPLOYER THAT A PROSPECTIVE EMPLOYEE DISCLOSE HIS SOCIAL SECURITY NUMBER IN AN INITIAL APPLICATION FOR EMPLOYMENT, AND TO PROVIDE FOR THE DISCLOSURE OF THE SOCIAL SECURITY NUMBER OF AN APPLICANT UPON HIS ACCEPTANCE OF EMPLOYMENT OR UPON HIS ACCEPTANCE OF EMPLOYMENT CONTINGENT ON A SATISFACTORY BACKGROUND CHECK, IF HE HAS RECEIVED WRITTEN NOTICE THAT A BACKGROUND CHECK IS REASONABLY REQUIRED FOR THE POSITION; AND TO AMEND SECTION 41-1-65, RELATING TO IMMUNITY FOR EMPLOYERS DISCLOSING CERTAIN INFORMATION, SO AS TO PROVIDE THAT THE IMMUNITY DOES NOT APPLY TO AN EMPLOYER WHO RELEASES AN APPLICATION FOR EMPLOYMENT IN WHICH THE PROSPECTIVE EMPLOYEE HAS DISCLOSED HIS SOCIAL SECURITY NUMBER.

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