

## Legislation Details (With Text)

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**Type:** Bill      **Status:** ENACTED

**File created:** 11/12/2020      **In control:** Committee on Law and Government

**On agenda:**      **Final action:** 12/10/2020

**Title:** Amending Section 9-1130 of The Philadelphia Code, entitled “Unlawful Credit Screening Practices in Employment,” by revising conditions on the use of credit information for adverse employment actions, under certain terms and conditions.

**Sponsors:** Councilmember Parker, Councilmember Gilmore Richardson, Councilmember Bass, Councilmember Quiñones Sánchez, Councilmember Johnson, Councilmember Brooks, Councilmember Gym, Councilmember Thomas, Councilmember Domb

**Indexes:** CREDIT SCREENING

**Code sections:**

**Attachments:** 1. CertifiedCopy20061400.pdf

Date	Ver.	Action By	Action	Result	Tally
1/20/2021	0	MAYOR	SIGNED		
12/10/2020	0	CITY COUNCIL			
12/3/2020	0	CITY COUNCIL	SUSPEND THE RULES OF THE COUNCIL		
12/3/2020	0	CITY COUNCIL	ORDERED PLACED ON THIS DAY'S FIRST READING CALENDAR		
12/3/2020	0	CITY COUNCIL	READ AND ORDERED PLACED ON NEXT WEEK'S SECOND READING CALENDAR		
11/24/2020	0	Committee on Law and Government	HEARING NOTICES SENT		
11/24/2020	0	Committee on Law and Government	HEARING HELD		
11/24/2020	0	Committee on Law and Government	REPORTED FAVORABLY, RULE SUSPENSION REQUESTED		
11/12/2020	0	CITY COUNCIL	Introduced and Referred		

Amending Section 9-1130 of The Philadelphia Code, entitled “Unlawful Credit Screening Practices in Employment,” by revising conditions on the use of credit information for adverse employment actions, under certain terms and conditions.

*THE COUNCIL OF THE CITY OF PHILADELPHIA HEREBY ORDAINS:*

SECTION 1. Chapter 9-1100 of The Philadelphia Code is amended to read as follows:

### CHAPTER 9-1100. FAIR PRACTICES ORDINANCE: PROTECTIONS AGAINST UNLAWFUL DISCRIMINATION

\* \* \*

§ 9-1130. Unlawful Credit Screening Practices in Employment.

\* \* \*

(3) [If an employer relies, in whole or in part, on credit information to consider adverse employment action with respect to any person, and subsection (2)(d), (e), (f), (g) or (h) applies, the employer:

(a) shall disclose the fact of such reliance to the person in writing and identify and provide the particular information upon which the employer relied; and

(b) give the employee or applicant an opportunity to explain the circumstances surrounding the information at issue before taking any such adverse action.] *An employer that intends to take an adverse employment action with respect to any person, based in whole or in part on credit information, shall, pursuant to 15 U.S. Code § 1681b(b)(3), provide such person, before taking any adverse action, with a written copy of the information relied, the right to obtain and dispute such information, and such other information as may be required by law.*

\* \* \*

SECTION 2. Effective date. This Ordinance shall take effect upon **XXX**.

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**Explanation:**

[Brackets] indicate matter deleted.

*Italics* indicate new matter added.