

Legislation Details (With Text)

File #: 200614 **Version:** 0 **Name:**

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**.

Explanation:

[Brackets] indicate matter deleted.

Italics indicate new matter added.