

3/13/14

12:31 P.M.

Chapter No. 340

14/SS26/R1045

aj / AS/BP

***SENATE BILL NO. 2689***

Originated in Senate

*Liz Welch*

Secretary

SENATE BILL NO. 2689

AN ACT TO PROVIDE THAT NO LOCAL GOVERNMENT SHALL ADOPT OR MAINTAIN IN EFFECT ANY LAW, ORDINANCE, OR RULE THAT CREATES REQUIREMENTS, REGULATIONS, PROCESSES OR PROHIBITIONS THAT IN ANY WAY INTERFERE WITH AN EMPLOYERS' ABILITY TO BECOME FULLY INFORMED ABOUT THE BACKGROUND OF AN EMPLOYEE OR POTENTIAL EMPLOYEE FOR THE PURPOSE OF CREATING OR MAINTAINING A FAIR, SECURE, SAFE AND PRODUCTIVE WORKPLACE; AND FOR RELATED PURPOSES.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

**SECTION 1.** (1) No county, board of supervisors of a county, municipality, governing authority of a municipality or any other political subdivision shall adopt or maintain in effect any law, ordinance, or rule that creates requirements, regulations, processes or prohibitions that in any way interfere with an employers' ability to become fully informed about the background of an employee or potential employee for the purpose of creating or maintaining a fair, secure, safe and productive workplace. Any ordinance or regulation that exists as of the effective date of this act or is created after the effective date of this act that violates the provisions of this section shall be explicitly preempted and voided by this act.

(2) The Legislature recognizes that fair, secure and safe workplaces are critical to high employer and employee productivity and increased employer and employee productivity improve the economic health of our state. Because the employer is in the best position to understand the fairness, security and safety needs of his or her workplace, any law or ordinance that hinders an employer's ability to meet the demands of such needs by limiting the ability of an employer to become informed about the background of an employee or potential employee, shall be declared unfair and against the laws and policies of this state.

**SECTION 2.** This act shall take effect and be in force from and after July 1, 2014.

PASSED BY THE SENATE  
February 13, 2014

  
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PRESIDENT OF THE SENATE

PASSED BY THE HOUSE OF REPRESENTATIVES  
March 5, 2014

  
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SPEAKER OF THE HOUSE OF REPRESENTATIVES

APPROVED BY THE GOVERNOR

  
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GOVERNOR  
3/13/2014 12:31pm