



EMPLOYERS USING EMPLOYMENT CREDIT REPORTS

The new guidelines go into effect January 1, 2012, and employers in California may only use consumer credit reports for employment purposes if the report is sought for one of the following:

- **A managerial position;**
- **A position in the state Department of Justice;**
- **A sworn peace officer or other law enforcement;**
- **A position for which the information contained in the report is required by law to be disclosed or obtained;**
- **A position that involves regular access to confidential information (credit card account information, social security number, or date of birth);**
- **A position which the person can enter into financial transactions on behalf of the company;**
- **A position that involves access to confidential or proprietary information; or**
- **A position that involves regular access to employer, customer, or client cash totaling \$10,000 or greater during the workday.**

Employers in California who obtain a consumer credit report for one of the limited exceptions outlined above must provide the job candidate or employee with:

- **Written disclosure that a report will be requested;**
- **A check box allowing the applicant to request a copy of the credit report at no charge; and;**
- **One of the specific reasons outlined above for obtaining the report**

AB 22 is similar to the laws in six other states: Hawaii, Washington, Oregon, Illinois, Maryland and Connecticut.