



House Labor, Industrial and Rehabilitative Services Committee

January 30, 2019

HB 253- Relative to criminal records checks in the employee application process

Testimony

Good morning, Mr. Chairman and members of the committee. My name is Paula Minnehan, Vice President, State Government Relations with the New Hampshire Hospital Association (NHHA), representing all 26 of the state's community hospitals as well as all of our specialty hospitals.

The New Hampshire Hospital Association has some concerns about HB 253, as introduced. However, we do have a suggested change that we ask the committee to consider.

New Hampshire hospitals currently request information on the applicant's criminal history during the application process. This is due, in large part, to the patient safety responsibilities the hospitals must guarantee at all times. While the bill does allow for exceptions to the prohibition on questions related to criminal records, we are not sure the language on page 2, lines 25 and 26 will effectively exclude hospitals from this prohibition. One suggestion we have is to consider "patient safety-sensitive employment positions" as an exception. Or, modify the language to remove "automatic disqualification" on line 25 and replace with "screening of applications".

We are happy to work with the sponsors of the bill and the stakeholders to discuss this suggestion in more detail.

Thank you for the opportunity to provide our comments and suggestions. I am happy to answer any questions.