

HR 548

Certainty in Enforcement Act of 2015

Congress: 114 (2015–2017, Ended)

Chamber: House

Policy Area: Civil Rights and Liberties, Minority Issues

Introduced: Jan 27, 2015

Current Status: Subcommittee Hearings Held.

Latest Action: Subcommittee Hearings Held. (Mar 24, 2015)

Official Text: <https://www.congress.gov/bill/114th-congress/house-bill/548>

Sponsor

Name: Rep. Walberg, Tim [R-MI-7]

Party: Republican • State: MI • Chamber: House

Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Hudson, Richard [R-NC-8]	R · NC		Jan 27, 2015
Rep. Rokita, Todd [R-IN-4]	R · IN		Jan 27, 2015
Rep. Hunter, Duncan D. [R-CA-50]	R · CA		Feb 2, 2015
Rep. Trott, David A. [R-MI-11]	R · MI		Jul 13, 2015

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Hearings By (subcommittee)	Mar 24, 2015

Subjects & Policy Tags

Policy Area:

Civil Rights and Liberties, Minority Issues

Related Bills

No related bills are listed.

## **Certainty in Enforcement Act of 2015**

Amends equal employment opportunity requirements under the Civil Rights Act of 1964 to deem an employer's, labor organization's, employment agency's, or joint labor management committee's consideration or use of credit or criminal records or information, as mandated by federal, state, or local law, to be job related and consistent with business necessity.

Declares that such use of credit or criminal records shall not be the basis of liability under any theory of disparate impact. (Currently, an unlawful employment practice based on disparate impact is established if a complaining party demonstrates that a respondent uses a particular employment practice that causes a disparate impact on the basis of race, color, religion, sex, or national origin and the respondent fails to demonstrate that the challenged practice is job related for the position in question and consistent with business necessity.)

## **Actions Timeline**

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- **Mar 24, 2015:** Referred to the Subcommittee on Workforce Protections.
- **Mar 24, 2015:** Subcommittee Hearings Held.
- **Jan 27, 2015:** Introduced in House
- **Jan 27, 2015:** Referred to the House Committee on Education and the Workforce.