



Ohio General Assembly
House of Representatives
Columbus

Sponsor Testimony of Representative Jonathan Dever
Regarding House Bill 527
Before the House Commerce and Labor Committee
Tuesday, May 10, 2016

Chairman Young, Vice Chair Devitis, Ranking Member Lepore-Hagan, and members of the House Commerce and Labor Committee, thank you for allowing me to provide sponsor testimony on House Bill 527, which will help keep private the social security numbers, driver's license numbers, and dates of birth of countless Ohioans - these three pieces of information are all that is needed to steal someone else's identity.

This issue was brought to my attention by a constituent who was turned down by several employers because he was not comfortable providing his social security number on his initial employment application. In an era of increased identity theft, he wanted to keep his personal information secure.

Typically, an individual will submit initial applications to numerous employers. Their vital information often ends up sitting in thousands of filing cabinets or in databases, making them easily accessible for identity thieves. This legislation will make it so that the following pieces of information cannot be required on an initial application for employment:

1. The applicant's social security number
2. The applicant's date of birth
3. The applicant's driver's license number

This legislation does not apply to companies that employ less than 15 people. Those companies that employ 15 or more people may still request an applicant's social security number, date of birth, and/or driver's license number in order to take one of the following actions during the employee selection process:

- a. To obtain a criminal records check of an applicant
- b. To obtain a credit history of an applicant, subject to the requirements of the federal "Fair Credit Reporting Act"

- c. To obtain a driving record of an applicant from the bureau of motor vehicles
- d. To conduct a review of the employer's internal records to determine whether an applicant had previously been employed by or had previously applied for employment with the employer

Furthermore, a company can request an applicant's social security number, date of birth, and driver's license number in the event that the employer offers employment to the applicant.

Thank you Chairman Young and members of the committee for allowing me to provide sponsor testimony on HB 527. I would be happy to answer any questions you may have at this time.