

Guidelines for CA AB655

CA AB655 amends both the California Consumer Reporting Agencies Act and Investigative Consumer Reporting Agencies Act. This bill was introduced to address identity theft.

The three requirements stated below apply to all employers conducting background checks on an applicant with a California mailing address. This is inclusive to the employer, even if they are performing an in-house background check.

As with all legal issues and interpretations, we encourage you to consult your legal counsel to determine your obligations and compliance with new and existing laws.

TeamScreen Solutions highly recommends following the steps below and have provided samples for your review and use.

- 1. Send a notification letter.**

The Employer must issue this letter within three days of ordering or performing an investigative report.

- 2. Send a copy of their consumer rights (California Disclosure in English and Spanish and the FTC Summary of Rights).**

- 3. You must send a Cover Sheet and a copy of the actual report compiled to the applicant within seven days of receipt of the completed report from TeamScreen Solutions.**

Under the FCRA, you only need to send a copy of the report when there is adverse action and if requested. However, under AB 655 you must supply the report every time a background check or reference is done on the applicant or employee.

Teamscreen Solutions will attempt to track any amendments to CA AB 655 in the event of changes that may occur as a result of the ongoing opposition to its requirements.