

**Bill Summary**  
2<sup>nd</sup> Session of the 60<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>SB 1498</b>
<b>Version:</b>	<b>INT</b>
<b>Request No.</b>	<b>3118</b>
<b>Author:</b>	<b>Sen. Nice</b>
<b>Date:</b>	<b>01/09/2026</b>

**Bill Analysis**

SB 1498 prohibits any public or private employer from obtaining the criminal history of a job applicant or asking a job applicant to disclose his or her criminal history prior to making a conditional offer of employment. Employers may notify applicants that certain job positions may disqualify applicants from consideration based on certain criminal convictions based on federal, state, or local law. The measure authorizes employers include a question on the job application regarding whether the applicant has a prior criminal conviction that would disqualify the applicant from employment under federal, state, or local law. The provisions of this measure shall not apply to sensitive positions as defined in the measure or positions that, by current law, require the consideration of an applicant's criminal history.

Prepared by: Kalen Taylor