



**STATE OF NEW HAMPSHIRE**  
**OFFICE OF THE GOVERNOR**

**CHRISTOPHER T. SUNUNU**  
Governor

July 19, 2019

**Governor's Veto Message Regarding Senate Bill 100**

By the authority vested in me, pursuant to part II, Article 44 of the New Hampshire Constitution, on July 19th, 2019 I have vetoed Senate Bill 100, relative to discrimination in employment based on criminal background checks.

This bill would generally prohibit public and private employers from inquiring about an applicant's criminal history on an application for employment, and would instead require that such inquiries be made in person or by phone. In addition, this bill would generally prohibit a public or private employer from conducting a criminal background check on an applicant prior to an initial interview. Exceptions for these prohibitions would be available in limited circumstances.

I very much appreciate the bill's goal of providing individuals who have a criminal record or a troubled past with a path toward becoming productive members of society. However, even such a laudable goal does not justify forcing a business to interview applicants that the business may not wish to interview based on the applicant's own past actions and choices. Each individual business should have the right to determine whether to inquire about the criminal records of potential applicants at any step of the application process. Efforts to convince businesses to give applicants with criminal records a chance in the hiring process are more appropriately advanced through education and persuasion, rather than a government mandate.

For the reasons stated above, I have vetoed Senate Bill 100.

Respectfully submitted,

A handwritten signature in blue ink that reads "Christopher T. Sununu".

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Christopher T. Sununu  
Governor