

CRIMINAL HISTORY_EXERCISE #1

Instructions:

Within your assigned group, discuss the following questions and write down your responses in the space provided. Refer to the sample criminal history report during your group discussion.

Candidate Background:

Candidate Michael Acceptance has been selected as the EFC for an Electrician position. This position is covered under the Michigan Building and Trade Construction Trades Council collective bargaining agreement.

1. What background checks will your group request for this EFC?
2. What concerns do you have regarding the criminal background check results that you have received for Michael A.?
3. What steps will you take after reviewing the criminal background check portion of the report?
4. If the preliminary determination is made that EFC, Michael A. is ineligible for the position, what steps will your group take?

5. Assume that you have notified the EFC, via a pre-adverse letter that an adverse action relative to his eligibility for employment will be taken. The EFC provides you, within three days, with a recommendation letter from a licensed counselor indicating his participation in a certified drug and alcohol abuse program.

a. What steps will your group take?

b. What final determination will your group recommend?

c. What follow-up steps will your group take?