

HB 4360

Support Job Opportunities in Schools for People with Criminal Records

SPONSORS: Van Pelt—Martinez—Collins—Hunter—Lightford, Althoff, Landek, Noland, Raoul

HB 4360 includes the language recommended by the Governor in the amendatory veto of HB 494. The amendatory veto made technical, not substantive changes. The Illinois General Assembly passed HB 494 with significant bi-partisan support in 2015.

WHAT HB 4360 DOES

- ◆ **Removes the life-time bans** to employment in schools for men and women with controlled substances convictions.
 - ◆ Replaces the ban with a 7 year waiting period before individuals with controlled substance convictions are eligible to work in schools.
- ◆ **Returns discretion to local schools** and allows employers to hire the best candidates for jobs.
- ◆ **Allows discretionary review** of misdemeanor public indecency, cannabis, and prostitution convictions.

WHAT HB 4360 DOES NOT DO

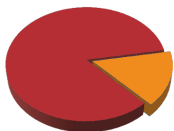
- ◆ **Does NOT require** employers to hire a person with a record, nor does it seal or expunge a record!
- ◆ **Does NOT remove** any disqualifying offenses that are directly related to sexual harm of children.

WHY HB 4360 IS NEEDED

No matter how qualified or law-abiding a person may be, **current law** makes it illegal for schools to hire individuals with certain convictions. As a result, hundreds of thousands of men and women in our communities are unable to access the jobs they need to provide for themselves and their families.

Continuing Success:

Help deserving individuals continue to turn their lives around and contribute to society with full-time employment



15.7%

Recidivism rates for those with full-time employment after incarceration. (i)



47%

Recidivism rates for those without full-time employment after incarceration. (iii)

The Community Costs

Denying job opportunities decreases safety and costs Illinois millions.



One in three Americans have been arrested by age 23, resulting in many job applicants having criminal records. (ii)
Communities of color are disproportionately affected.



\$200M

The cost of incarceration for those who re-offend due to the lack of employment opportunities. (iii)

HB 4360 is Supported by a Diverse Coalition of Community, Legal and Religious Organizations

For questions or to sign on as proponent, please contact:

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Restoring Rights and Opportunities Coalition of Illinois

- ACLU of Illinois
- America Works of Illinois, Inc.
- AIDS Foundation of Chicago
- Arise Chicago
- Breakthrough Urban Ministries
- Cabrini Green Legal Aid (CGLA)
- Chicago Alliance Against Sexual Exploitation (CAASE)
- Chicago Coalition for the Homeless (CCH)
- Chicago Jobs Council (CJC)
- Chicago Law and Education Foundation
- Citizen Action/Illinois
- Community Activism Law Alliance (CALA)
- Community Renewal Society (CRS)
- Deborah's Place
- End Demand Illinois
- Goldie's Place
- Growing Home
- Heartland Alliance—Human Needs & Human Rights
- Housing Opportunities for Women
- Illinois Consortium on Drug Policy
- Illinois Justice Project
- Illinois League of Women Voters
- Illinois Policy Action
- Jewish Council on Urban Affairs (JCUA)
- John Howard Association of Illinois
- Lutheran Advocacy Illinois
- Lutheran Social Services of Illinois
- Mansfield Institute for Social Justice & Transformation
- North Side Housing & Supportive Services
- North Lawndale Employment Network
- North Side Housing & Supportive Services
- Project I-11
- Project IRENE
- Roosevelt University Institute on Metropolitan Affairs
- Safer Foundation
- Sargent Shriver National Center on Poverty Law
- SEIU Healthcare Illinois Indiana
- Southwest Chicago PADS
- St. Leonard's Ministries
- TASC
- The James B. Moran Center for Youth Advocacy
- Unitarian Universalist Advocacy Network of Illinois (UUANI)
- Uptown People's Law Center
- Woodstock Institute
- Workers Center for Racial Justice
- XL Academics, Inc.

i. "SAFER FOUNDATION *A Road Back*, Safer Foundation **FY2011** Recidivism Study.

ii. "Cumulative Prevalence of Arrest From Ages 8 to 23 in a National Sample," Brame, Turner, Paternoster & Bushway, PEDIATRICS Volume 129, Number 1, January 2012

iii. iv. Illinois Department of Corrections, Annual Report FY 2013: Framework for the Future 6 (2014), <http://1.usa.gov/S6bhIW> (With Illinois releasing 30,639 individuals from prison in 2013, a 47% recidivism rate, and an annual cost of \$20,927/year to imprison, minus the 15.7% who do not reoffend when there is full-time employment).