

# SB 3005

## Support Job Opportunities in Park Districts for People with Criminal Records

SPONSORS: Cassidy, C. Mitchell, Lilly, Rita, Williams, Flowers, Ford, G. Harris, Guzzardi, McDermed, Evans, Smiddy

Senate Amendment 3

PASSED THE SENATE WITH SIGNIFICANT BI-PARTISAN SUPPORT

### SB 3005 CREATES EMPLOYMENT OPPORTUNITIES FOR QUALIFIED APPLICANTS

**Current Illinois law** prohibits Park Districts from *considering* hiring qualified candidates with certain criminal convictions—regardless of how long ago those offenses occurred, the circumstances surrounding it or any other mitigating information. As a result, deserving and qualified applicants in our communities are unable to access jobs in their own communities. SB 3005 seeks to give discretion back to local park districts to allow them to hire the best candidates for the job.

#### WHAT SB 3005 DOES

- ◆ **Removes the life-time bars** for men and women with past drug convictions, thereby allowing park districts to consider people with these offenses 7 years after completion of sentence.
- ◆ **Removes juvenile adjudications** for drug offenses from the list of disqualifying offenses.
- ◆ **Removes convictions** for prostitution, low-level cannabis and misdemeanor public indecency from list of lifetime disqualifying offenses.
- ◆ Recognizes **Certificates of Good Conduct** as a waiver to the employment barrier under the Park District Codes.

#### WHAT SB 3005 DOES NOT DO

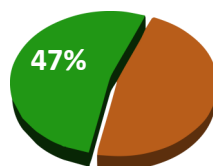
- ◆ Deny park districts the ability to view a background check and make an individualized decision or expunge, seal or impound a criminal record.
- ◆ Remove any disqualifying offenses that are directly related to sexual harm of children.

### The Cost to our Community

*Denying job opportunities decreases safety and costs Illinois millions*

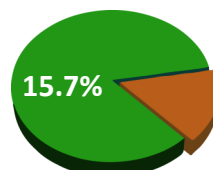


**One in three** Americans have been arrested by age 23, resulting in many job applicants having criminal records. (i)



Recidivism rates for those *without* full time employment after incarceration.

**47% vs. 15.7%** (ii)



Recidivism rates for those *with* full-time employment after incarceration.

## SB 3005 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.
- 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
- Community Activism Law Alliance (CALA)
- Community Renewal Society (CRS)
- Deborah's Place
- Greencorps Chicago
- Goldie's Place
- Growing Home
- Heartland Alliance—Human Needs & Human Rights
- Housing Opportunities for Women
- Illinois Consortium on Drug Policy, Roosevelt University
- Illinois Justice Project
- Illinois League of Women Voters
- Illinois Policy Action
- John Howard Association of Illinois
- Lutheran Advocacy Illinois
- Lutheran Social Services of Illinois
- Mansfield Institute for Social Justice & Transformation
- North Lawndale Employment Network
- North Side Housing & Supportive Services
- Project IRENE
- Project I-11
- Safer Foundation
- Sargent Shriver National Center on Poverty Law
- Southwest Chicago PADS
- St. Leonard's Ministries
- Unitarian Universalist Advocacy Network of Illinois (UUANI)
- Uptown People's Law Center

i. "65 Million 'Need Not Apply'" The Case for Reforming Criminal Background Checks, Michelle Natividad Rodriguez | Maurice Emsellem, National employment Law Project, March 2011

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

iii. 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).