



Support Illinois House Bill 1210

- In a national survey of employers, more than **60%** indicated that they would not consider hiring someone with a criminal record.
- Serving time reduces hourly wages for men by approximately **11%**, annual employment by **9 weeks**, and annual earnings by **40%**.
- In the year after a father is released, family income remains **15%** lower than it was in the year before incarceration – both education and parental income are strong indicators of a child’s future.
- Studies show that people with criminal records that are employed are significantly less likely to recidivate.

HB 1210 provides an opportunity for the state of Illinois to open a door that has long been shut to people with criminal records by encouraging hiring managers to assess applicants based on their work history, education, time since conviction, evidence of rehabilitation and factors other than just their records.

What does HB 1210 do?

HB 1210 provides that a state agency (other than law enforcement) may not inquire as to an applicant's criminal records prior to the initial interview, with two exceptions: (1) Violent crimes, and (2) Crimes which would disqualify the applicant from holding the position.

The passage HB 1210 will provide a significant step toward reducing employment barriers for people with criminal records in the State of Illinois. HB 1210 will allow the state to join Massachusetts, Connecticut, New Mexico, Rhode Island, Minnesota, California, Hawaii, the District of Columbia, and two dozen municipalities, including the city of Chicago, in moving the question about convictions to a later stage of the hiring process. Thus, HB 1210 will allow people to be seen as human beings and be considered for employment prior to their record being examined.

HB 1210 is a common-sense approach that that will increase opportunities for employment, family reconnection. In doing so, it also increases public safety by giving people with criminal records a second chance to become law-abiding, tax-paying citizens.

Safer Foundation has reviewed this solution with employers, association groups (including those from the manufacturing, construction, and human services fields) in Illinois, and the human service sector, and we have received overwhelmingly positive feedback.

This legislation is smart on public safety and provides a model for private employers to adopt.

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