



Support Illinois Senate Bill 1284

- According to the Bureau of Justice Statistics, there are 71 million records in the criminal history files of state repositories. Even adjusting to account for people who have records in more than one state that still means that there are millions of people in the United States today with a criminal record.
- In a survey conducted with over 600 employers, fewer than 40 percent of employers indicated they would consider an applicant with a criminal record. Many employers have implemented a blanket company policy which either totally excludes anyone with a criminal conviction or requires a lengthy amount of time to have passed (usually a minimum of seven years, often times ten) since the last conviction.
- A study conducted in Chicago by the American Bar Association Commission on Effective Criminal Sanctions as well as other studies have found that people with criminal records who cannot secure employment are three times more likely to recidivate than those individuals who are able to find work.

SB 1284 implements a “smart on crime” strategy that can decrease recidivism rates, increase state employment rates, and save Illinois millions of dollars in corrections costs while generating more state tax revenue.

What does SB 1284 do?

SB 1284 provides that no employer, employment agency or labor organization can use an arrest, criminal charge, or expunged or sealed criminal record history information as a basis to refuse to hire, issue adverse employment action against, or affect terms and conditions of employment for, an individual.

This does not preclude a State agency, unit of local government or school district, or private organization from requesting or using conviction information obtained from the Department of State Police to evaluate the qualifications and character of an employee or prospective employee.

An employer, employment agency, or labor organization is also not prohibited from acquiring information on an arrest or criminal charge of a current or prospective employee through other means which indicate that the person actually engaged in criminal activity.

SB 1284 prevents discrimination and encourages employers to make individualized determinations about a current or prospective employee’s specific qualifications and positive life changes as opposed to implementing flat bans against hiring people with records.

This legislation directly attacks Illinois’ unemployment rate and provides a model for states to adopt.

For information or referrals, contact:

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