

# BREAKING DOWN BARRIERS TO EMPLOYMENT

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3.8 million  
Illinoisans  
have  
criminal  
records

15.3 million  
healthcare  
jobs in U.S.

84,000  
healthcare  
jobs in  
Chicago by  
2025

## Open the Doors to Healthcare

The healthcare industry is the biggest culprit of discriminatory practices related to the employment of people with criminal records. In Illinois, individuals can receive a healthcare waiver that allows them to be eligible for employment. Still, licensed, qualified individuals and those with healthcare waivers are routinely denied employment in the industry.

## Support HB 3212

- **Eliminates the requirement** that applicants need a healthcare waiver to be eligible to work if:
  - more than 5 years have passed since the date of last conviction for misdemeanors and certain felony disqualifying offenses, such as aggravated assault, domestic battery, theft, unlawful use of a weapon, and drug offenses.
  - more than 10 years have passed since the date of the last conviction for lower level felony disqualifying offenses, such as aggravated assault, domestic battery, theft, and unlawful use of a weapon.
  - more than 25 years have passed since the date of the last conviction for felony disqualifying offenses such as aggravated battery.
- **Protects employers** from negligent hiring liability by providing that a health care waiver or disqualifying offense conviction is not admissible in a lawsuit.
- **Creates Task Force** that will make recommendations to the Department of Public Health beginning Jan. 1, 2016, on how to connect people with criminal records to employment with work in the healthcare industry.



FY2015  
PRIORITIES

“Safer Foundation will be out front in lobbying for changes to Illinois laws that place lifetime barriers to employment in healthcare, schools, and park districts for people with a criminal record.”

Victor Dickson  
President/CEO

## Support HB 494

Gives Local schools and employers the choice to hire the best candidates for the jobs by allowing employers to consider job applicants with disqualifying offenses two years after their conviction (*instead of 7*).

## Support HB 2549

The Best Candidate for the Job Act rewards employers that use EEOC factors when considering applicants with criminal records by providing protection from negligent hiring liability.