

Neil Kelly

DESIGN / BUILD REMODELING
HANDYMAN SERVICES
HOME PERFORMANCE
SOLAR
CUSTOM HOMES
CABINETS

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March 24, 2015

The Honorable Paul Holvey
Chair of the Committee on Business and Labor
Members of the House Committee on Business and Labor
Oregon State House of Representatives
900 Court Street, NE #H 277
Salem, OR 97301

Dear Chair Holvey and Members of the House Committee
on Business and Labor:

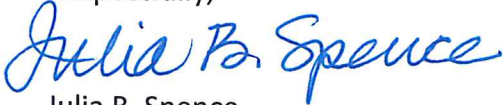
I am writing in support of HB 3025 to adjust the hiring practices in Oregon by changing the timing of when a business can inquire about a person's criminal history.

Neil Kelly Company is a residential remodeling contractor which sends its employees into our clients' homes. We are often working around children and vulnerable elders, and always are working in our clients' personal spaces. It is critical for us to do what we can to insure our client families safety and security. Criminal and sexual predator background checks have been a part of our standard business practice for many years. However, we are also a company aiming to increase diversity in our workforce and provide fair chances for all applicants in our hiring process.

Our practice matches the proposed process of HB 3025 and that process works well for us. Our background checks happen only after we have made a "preliminary offer" to our final candidate. We do not ask candidates to complete our application form until they have been given a preliminary offer. We follow the Federal Fair Credit Act requirements, provide our final candidate with a summary of their rights, and use an outside agency to conduct our checks. Our process enables a candidate to prove a conviction on a background check is not correct if that is the case. Our process enables us to consider the specifics of a conviction in relation to the specific position the candidate is being considered to fill. Someone who works in our office and someone who works in our clients' homes would not have to be considered in exactly the same way.

We see convictions that are clearly youthful indiscretions. We see convictions that are completely unrelated to the position being offered. We see convictions that are mistakes on a record, or where court documents have not been updated. There is simply no need to put up a barrier before the employer has enough information to make a good decision. HB 3025 does not prevent background checks. HB 3025 puts those background checks in at the appropriate time and in the appropriate context. HB 3025 gives people a chance where a chance is deserved.

Respectfully,



Julia B. Spence
VP Human Resources

Cc: Tom Kelly, President
David Leslie, Executive Director, Ecumenical Ministries of Oregon
Joel Fischer, Senior Policy Analyst, Oregon Business Association
Graham M. Trainor, Political Director, Oregon AFL-CIO