



March 23, 2015

Members of the House Business and Labor Committee,

We are writing to thank you for your consideration of HB 3025 to give all Oregonians a fair shot at employment by removing the criminal background box from job applications - a barrier that often prevents people who have served their time the opportunity to find work and provide for themselves and their families.

This policy is one of our five legislative agenda items this year. We believe that qualified applicants who have served their time deserve a second chance. Forcing people with prior convictions and arrests to address their criminal history—no matter how long ago the crime or how minor—on a job application often eliminates the opportunity to explain the circumstances. This means they are unlikely to be invited back for an interview. People of color—and African-Americans more specifically—are disproportionately affected. Nationally, nearly half of black men have been arrested by age 23. Almost 11 percent of those incarcerated in Oregon are black, despite the fact that the state's black population is only 2 percent.

Barriers to earn a living only perpetuate inequity. It is difficult for people with prior convictions and arrests to become law abiding, tax-paying citizens without a job. This continues a vicious cycle among communities who already lack economic opportunities and face long-standing inequalities that make it tough to get ahead.

#### ABOUT FAIR SHOT FOR ALL

Fair Shot For All is a broad coalition of community and labor groups that have joined together to push for real policy solutions that address economic inequality and give a better future for all Oregonians. This includes Family Forward Oregon, SEIU, AFL-CIO, AFSCME, Asian Pacific American Network of Oregon, Basic Rights Oregon, CAUSA, Center for Intercultural Organizing, Oregon Education Association, PCUN, Planned Parenthood Advocates of Oregon, Rural Organizing Project, UFCW, and the Urban League of Portland, Oregon.

Our priorities are at the center of the economic debate happening both in Oregon, throughout our local communities and on a national stage. Together, we are mobilizing Oregonians and giving a voice to those who need a fair shot.

#### 2015 LEGISLATIVE PRIORITIES

RAISE THE MINIMUM WAGE (SB 610)

PAID SICK DAYS (HB 2005, SB 454)

A SECURE WAY TO SAVE FOR THE FUTURE (HB 2960, SB 615)

A SECOND CHANCE FOR EVERY OREGONIAN (HB 3025)

END PROFILING (HB 2001, 2002, 2003)