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On Behalf Of: JPMorgan Chase Policy Center
Committee: Senate Committee On Judiciary
Measure: SB698

Statement for the Record JPMorgan Chase PolicyCenter Senate Judiciary
Committee Oregon State Legislature March 2, 2023

Chairman Prozanski, Vice-Chair Thatcher and Members of the Committee, thank you for the opportunity to provide a statement in support of Clean Slate automatic record clearing, SB 698.

One in three Americans – roughly 80 million people – face barriers to employment due to an arrest or conviction record. JPMorgan Chase is committed to giving people across the country a second chance. In 2021, JPMorgan Chase hired more than 4,300 people with criminal backgrounds – about 10 percent of new hires in the US – whose history had no bearing on the requirements of the job they were seeking. To achieve this type of impact, we have made changes in our own hiring and recruitment practices, and we are actively encouraging other companies to do the same.

As a founding member of the Second Chance Business Coalition, JPMorgan Chase is working with more than 45 large companies across industries that are committed to developing best practices and tools for employers to deploy second chance hiring and advancement strategies within their firms. Most of these companies are household names and have a presence in virtually every community across the country.

We believe business has a role to play in helping more people share in the benefits of economic growth. But to achieve systemic change, we need improved public policy, including common sense measures like Clean Slate automatic record sealing for eligible offenses.

It is estimated that more than 300,000 people in Oregon are eligible to have their records cleared, but very few pursue the complex, time consuming and costly process. This means that even after fulfilling their justice system obligations, people with criminal records often continue to be blocked from fully participating in the economy and their community. To provide relief in the communities we serve, JPMorgan Chase's Legal Pro Bono team partners with community-based legal services nonprofit organizations and law firm partners to host expungement clinics with the aim of helping eligible individuals prepare the documents needed for the criminal record expungement or sealing process.

Businesses are adapting to economic conditions and the search continues for skilled workers to fill open roles. By reducing barriers to employment for those with criminal records, Clean Slate legislation can play an important role in getting more talent into the labor market. States such as Pennsylvania, Utah, Michigan, Delaware, Connecticut, Virginia, and most recently Colorado have passed Clean Slate measures to clear or seal eligible criminal records and open access to career pathways. To date, Pennsylvania has already cleared about 1.5 million eligible

records and Utah has cleared roughly 500,000 eligible records.

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When someone cannot get their foot in the door to compete for a job, it hurts businesses and communities by limiting access to economic opportunity. We urge the legislature to pass Clean Slate legislation this session to help bolster the state's economy by more fully tapping the talents of thousands of people who are currently unemployed or underemployed because of their past record.

Thank you for the opportunity to provide a statement to the Committee on this issue.

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