
THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE RESOLUTION

No. 430 Session of
2015

INTRODUCED BY MURT, J. HARRIS, BARBIN, V. BROWN, CALTAGIRONE,
CARROLL, COHEN, GAINNEY, KIM, KINSEY, McCARTER, McNEILL,
D. MILLER, MILNE, C. PARKER, RADER, READSHAW, ROEBUCK, ROZZI,
SCHLOSSBERG, SCHREIBER, SIMS AND THOMAS, JULY 22, 2015

REFERRED TO COMMITTEE ON STATE GOVERNMENT, JULY 22, 2015

A RESOLUTION

1 Urging the Office of Administration to adopt a "Ban the Box"
2 policy relating to certain State agency employment
3 applications.

4 WHEREAS, "Banning the Box" or "Ban the Box" is the popular
5 name of a public policy that provides for the removal from
6 employment applications of an initial screening question about
7 criminal history record information; and

8 WHEREAS, The premise of the policy is that it allows
9 employment applicants to be judged on the merit of their
10 education, work experience and military record and not on the
11 vestiges of any past contraventions; and

12 WHEREAS, "Ban the Box" policies do not remove the question of
13 criminal history from the hiring process, just from the initial
14 phase of it in order to give all people an opportunity for their
15 applications to be fairly considered; and

16 WHEREAS, Under a typical "Ban the Box" policy, the issue of
17 criminal history is deferred until the first interview of an

1 applicant is conducted; and

2 WHEREAS, "Ban the Box" policies should not apply to
3 employment positions in which a prior criminal conviction would
4 be contrary to the functions of the position, especially any
5 position involving the safeguarding or security of people or
6 property, such as law enforcement, jobs involving handling of
7 money or financial matters and positions involving contact with
8 vulnerable populations; and

9 WHEREAS, Since 1998, more than 18 state governments and 100
10 city governments have adopted "Ban the Box" policies, including
11 New Jersey in 2014, Georgia and Ohio in 2015, the cities of
12 Philadelphia and Pittsburgh, both in 2012, and Harrisburg in
13 2015; and

14 WHEREAS, Many persons who seek employment with the
15 Commonwealth are veterans who have served with honor in the War
16 on Terror, but who committed a criminal offense that taints an
17 otherwise distinguished record of service; and

18 WHEREAS, The Bureau of Justice Statistics estimates that more
19 than 90% of all prisoners will return to our communities and,
20 according to the Federal Interagency Reentry Council, one in
21 every 10 inmates is a veteran; and

22 WHEREAS, It is important that the Commonwealth provide a
23 viable pathway for our returning veterans and residents who
24 genuinely seek employment opportunities to participate in public
25 service and become taxpaying members of society; and

26 WHEREAS, The Commonwealth government can lead the private
27 sector in the practice of adopting "Ban the Box" policies and
28 hiring practices consistent with such policies; therefore be it

29 RESOLVED, That the House of Representatives urge the Office
30 of Administration to adopt a "Ban the Box" policy relating to

1 certain State agency employment applications.