

Congress of the United States

House of Representatives

COMMITTEE ON OVERSIGHT AND REFORM

2157 RAYBURN HOUSE OFFICE BUILDING

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MEMORANDUM

March 8, 2019

To: Members of the Subcommittee on Civil Rights and Civil Liberties and the Subcommittee on Government Operations

Fr: Majority Staff

Re: Joint Hearing on “The Fair Chance to Compete for Jobs Act (H.R. 1076)”

On Wednesday, March 13, 2019, at 2:00 p.m., in room 2154 of the Rayburn House Office Building, the Subcommittees will hold a joint hearing on H.R. 1076, The Fair Chance to Compete for Jobs Act.

I. BACKGROUND

In September 2015, then-Ranking Member Elijah E. Cummings, then-Chairman Darrell Issa, Senator Cory Booker, and Senate Homeland Security and Governmental Affairs Committee (HSGAC) Chairman Ron Johnson introduced the Fair Chance Act (aka “Ban the Box”), bipartisan and bicameral legislation that would help ex-offenders obtain some non-sensitive federal jobs by prohibiting federal contractors and agencies from asking about the criminal history of a job applicant until after receiving a conditional offer of employment.¹

On February 7, 2019, the Fair Chance Act was reintroduced by Chairman Cummings, Ranking Member Doug Collins of the House Committee on the Judiciary, and Senators Booker and Johnson.² On February 13, 2019, HSGAC voted favorably by voice vote to report the Fair Chance Act out of Committee.³

¹ Office of Senator Cory Booker, *Booker, Cummings, Johnson, Issa, Members of Congress Introduce Bipartisan Legislation to Give Formerly Incarcerated a Fair Chance at Federal Employment* (Sept. 10, 2015) (online at www.booker.senate.gov/?p=press_release&id=298).

² House Committee on Oversight and Reform, *Cummings, Collins, Booker, Johnson Introduce Bipartisan, Bicameral Legislation to “Ban the Box”* (Feb. 7, 2019) (online at <https://oversight.house.gov/news/press-releases/cummings-collins-booker-johnson-introduce-bipartisan-bicameral-legislation-to>).

³ Senate Committee on Homeland Security and Governmental Affairs, *Business Meeting* (Feb. 13, 2019) (online at www.hsgac.senate.gov/hearings/02/06/2019/business-meeting).

II. HEARING PURPOSE

The purpose of the hearing is to examine the Fair Chance Act, the bill's impact on formerly incarcerated individuals, and its potential to improve the criminal justice system. The Committee intends to consider the bill at a markup.

III. WITNESSES

Panel One

The Honorable Doug Collins

Ranking Member
Committee on the Judiciary
U.S. House of Representatives

The Honorable Cory A. Booker

Senator, New Jersey
U.S. Senate

The Honorable Ron Johnson

Chairman
Homeland Security and Governmental Affairs Committee
U.S. Senate

Panel Two

Holly Harris

Executive Director
Justice Action Network

Teresa Y. Hodge

Co-Founder & CEO
R3 Score Technologies, Inc.

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