

AUSTIN DAVIS, MEMBER
DEPUTY WHIP
35TH LEGISLATIVE DISTRICT
G-07 IRVIS OFFICE BUILDING
P.O. BOX 202035
HARRISBURG, PENNSYLVANIA 17120-2035
(717) 783-1018
FAX: (717) 780-4779

627 LYSLE BOULEVARD
MCKEESPORT, PENNSYLVANIA 15132
(412) 664-0035
FAX: (412) 664-0039

3910 MAIN STREET, SUITE 5
MUNHALL, PENNSYLVANIA 15120
(412) 476-3046
FAX: (412) 476-3048

551 RAVENSBURG BOULEVARD
CLAIRTON, PENNSYLVANIA 15025
(412) 233-2505
FAX: (412) 233-2507



House of Representatives
COMMONWEALTH OF PENNSYLVANIA
HARRISBURG

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DELEGATIONS

ALLEGHENY

MEMORANDUM

Posted:
From: Representative Austin Davis
To: All House Members
Subject: Ban the Box

In America, we believe in giving people second chances. However, some people are automatically disqualified for a job before the ink dries on their job application. This is because qualified applicants with a criminal record are often disqualified because of mistakes from the past. Everyone deserves a fair chance at a job, which could turn their life around.

My legislation will give people with criminal records a fair chance at employment. My bill prohibits any employer from inquiring about a criminal history until a conditional offer of employment has been made to the applicant. When I worked for Allegheny County, a similar system was in place and it yielded results. Please note, my bill will still allow employers, who are required by state or federal law to inquire about criminal histories, to do so at the appropriate and required time.

I ask that you join me in co-sponsoring this legislation that will help get more Pennsylvanians working, which in turn will help reduce repeat offenders, and provide qualified workers for our workforce.