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House of Representatives  
COMMONWEALTH OF PENNSYLVANIA  
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URBAN AFFAIRS  
INSURANCE

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CAREER & TECHNICAL EDUCATION  
EARLY CHILDHOOD EDUCATION  
HUNGER  
MANUFACTURING  
STEEL  
YMCA  
BLUEGREEN  
CLIMATE  
CRIMINAL JUSTICE REFORM

#### DELEGATIONS

ALLEGHENY

## CO-SPONSORSHIP MEMORANDUM

To: All House Members  
From: Representative Austin Davis  
Date: December 15, 2020  
Subject: Ban the Box

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Pennsylvania has a strong belief in giving people second chances. Sadly, that opportunity is not given to some people, as too often 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, by prohibiting any employer from inquiring about a criminal history until a conditional offer of employment has been made to the applicant. Employers who are required by state or federal law to inquire about criminal histories will still be allowed 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.