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(Original Signature of Member)

116TH CONGRESS
2D SESSION

H. R. _____

To amend the Omnibus Crime Control and Safe Streets Act of 1968 to condition eligibility for grants under the Edward Byrne Memorial Justice Assistance Grant Program, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. TRONE introduced the following bill; which was referred to the Committee
on _____

A BILL

To amend the Omnibus Crime Control and Safe Streets Act of 1968 to condition eligibility for grants under the Edward Byrne Memorial Justice Assistance Grant Program, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Workforce Justice Act
5 of 2020”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1 (1) There are an estimated 70,000,000 adults
2 in the United States with an arrest or conviction
3 history.

4 (2) Nearly 700,000 adults re-enter their com-
5 munities after incarceration every year.

6 (3) Research shows that a conviction record re-
7 duces the likelihood of a job callback or offer by
8 nearly 50 percent.

9 (4) Employment is a critical factor in successful
10 community reentry and reduction of recidivism for
11 adults with a conviction history.

12 (5) After two years, nearly twice as many em-
13 ployed adults with criminal records avoided another
14 interaction with the criminal justice system com-
15 pared to their unemployed counterparts.

16 (6) A study conducted by the Kellogg School of
17 Management at Northwestern University found the
18 turnover rate for employed adults with criminal
19 records to be approximately 13 percent lower than
20 individuals without criminal records.

21 **SEC. 3. ELIGIBILITY FOR GRANTS UNDER THE BYRNE JAG**
22 **PROGRAM.**

23 (a) **ELIGIBILITY FOR GRANTS UNDER THE BYRNE**
24 **JAG PROGRAM.**—Section 505(a) of the Omnibus Crime

1 Control and Safe Streets Act of 1968 (34 U.S.C.
2 10156(a)) is amended—

3 (1) in paragraph (1), by striking “in paragraph
4 (2)” and inserting “in paragraphs (2) and (3)”; and
5 (2) by adding at the end the following:

6 “(3) ELIGIBILITY.—Beginning with the third
7 fiscal year that begins after the date of the enact-
8 ment of the Workforce Justice Act of 2020, to be el-
9 igible for an allocation under this section, a State
10 shall have enacted and be implementing legislation
11 that prohibits private employers from—

12 “(A) requiring an applicant to disclose
13 whether the applicant has a criminal record;

14 “(B) inquiring about the criminal record of
15 an applicant prior to a conditional offer of em-
16 ployment; and

17 “(C) conducting a criminal background
18 check on an applicant prior to a conditional
19 offer of employment.”.

20 (b) REALLOCATION OF FUNDS.—Section 505(f) of
21 the Omnibus Crime Control and Safe Streets Act of 1968
22 (34 U.S.C. 10156(f)) is amended—

23 (1) by amending the subsection heading to read
24 as follows: “REALLOCATION”; and

1 (2) by inserting “(including that a State is in-
2 eligible under subsection (a)(3))” after “receive
3 funds under this subpart”.