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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.

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## IN THE HOUSE OF REPRESENTATIVES

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

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# 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”.