

HR 3470

Fair Chance Act

Congress: 114 (2015–2017, Ended)

Chamber: House

Policy Area: Government Operations and Politics

Introduced: Sep 10, 2015

Current Status: Referred to the Subcommittee on Workforce Protections.

Latest Action: Referred to the Subcommittee on Workforce Protections. (Mar 23, 2016)

Official Text: <https://www.congress.gov/bill/114th-congress/house-bill/3470>

Sponsor

Name: Rep. Cummings, Elijah E. [D-MD-7]

Party: Democratic • **State:** MD • **Chamber:** House

Cosponsors (26 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Blumenauer, Earl [D-OR-3]	D · OR		Sep 10, 2015
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Sep 10, 2015
Rep. Issa, Darrell E. [R-CA-49]	R · CA		Sep 10, 2015
Rep. Jackson Lee, Sheila [D-TX-18]	D · TX		Sep 10, 2015
Rep. Richmond, Cedric L. [D-LA-2]	D · LA		Sep 10, 2015
Rep. Scott, Robert C. "Bobby" [D-VA-3]	D · VA		Sep 10, 2015
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Sep 10, 2015
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Oct 20, 2015
Rep. Dold, Robert J. [R-IL-10]	R · IL		Oct 20, 2015
Rep. Duckworth, Tammy [D-IL-8]	D · IL		Oct 20, 2015
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Oct 20, 2015
Rep. Honda, Michael M. [D-CA-17]	D · CA		Oct 20, 2015
Rep. Murphy, Patrick [D-FL-18]	D · FL		Oct 20, 2015
Rep. Smith, Adam [D-WA-9]	D · WA		Oct 20, 2015
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Oct 20, 2015
Rep. Cohen, Steve [D-TN-9]	D · TN		Feb 12, 2016
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Feb 12, 2016
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Feb 12, 2016
Rep. Maloney, Sean Patrick [D-NY-18]	D · NY		Feb 12, 2016
Rep. Payne, Donald M., Jr. [D-NJ-10]	D · NJ		Feb 12, 2016
Rep. Fudge, Marcia L. [D-OH-11]	D · OH		Apr 15, 2016
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Apr 15, 2016
Rep. Lee, Barbara [D-CA-13]	D · CA		Apr 15, 2016
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Apr 15, 2016
Rep. McNerney, Jerry [D-CA-9]	D · CA		May 27, 2016
Rep. Foster, Bill [D-IL-11]	D · IL		Jul 11, 2016

Committee Activity

Committee	Chamber	Activity	Date
Armed Services Committee	House	Referred to	Nov 23, 2015
Committee on House Administration	House	Referred To	Sep 10, 2015
Education and Workforce Committee	House	Referred to	Mar 23, 2016
Judiciary Committee	House	Referred to	Sep 28, 2015
Oversight and Government Reform Committee	House	Referred To	Sep 10, 2015

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

Bill	Relationship	Last Action
114 S 2021	Identical bill	Jan 12, 2016: Placed on Senate Legislative Calendar under General Orders. Calendar No. 344.

Fair Chance to Compete for Jobs Act of 2015 or the Fair Chance Act

This bill prohibits federal agencies and federal contractors from requesting that applicants for employment disclose criminal history record information before receiving a conditional offer (an offer of employment conditioned upon the results of a criminal history inquiry). The bill sets forth positions to which such prohibition shall not apply, such as positions for which prior consideration of criminal history record information is otherwise required by law, positions with law enforcement and national security duties, and positions requiring access to classified information.

The bill prohibits agencies from requiring an individual or sole proprietor who submits a bid for a contract to disclose criminal history record information regarding that individual or sole proprietor before determining the apparent awardee.

The Director of the Office of Personnel Management, the Board of Directors of the Office of Compliance, the Director of the Administrative Office of the United States Courts, the Administrator of General Services, and the Secretary of Defense must: (1) establish procedures for submitting complaints about, and taking adverse actions against, agency employees and contractors for violating such prohibitions and for appealing such an adverse action; and (2) issue regulations to implement this Act. The Federal Acquisition Regulatory Council shall revise the Federal Acquisition Regulation to implement the requirements of this Act.

The Department of Labor, in coordination with the Bureau of the Census and the Bureau of Justice Statistics, must study and report every five years on the employment of individuals who are released from federal prison after completing a term of imprisonment for a federal criminal offense.

Actions Timeline

- **Mar 23, 2016:** Referred to the Subcommittee on Workforce Protections.
- **Nov 23, 2015:** Referred to the Subcommittee on Readiness.
- **Sep 28, 2015:** Referred to the Subcommittee on Crime, Terrorism, Homeland Security, and Investigations.
- **Sep 10, 2015:** Introduced in House
- **Sep 10, 2015:** Referred to the Committee on Oversight and Government Reform, and in addition to the Committees on House Administration, the Judiciary, Armed Services, and Education and the Workforce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned.