

HR 1076

Fair Chance Act

Congress: 116 (2019–2021, Ended)

Chamber: House

Policy Area: Government Operations and Politics

Introduced: Feb 7, 2019

Current Status: Placed on the Union Calendar, Calendar No. 301.

Latest Action: Placed on the Union Calendar, Calendar No. 301. (Jan 24, 2020)

Official Text: <https://www.congress.gov/bill/116th-congress/house-bill/1076>

Sponsor

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

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

Cosponsors (25 total)

| Cosponsor | Party / State | Role | Date Joined |
|---|---------------|------|--------------|
| Rep. Collins, Doug [R-GA-9] | R · GA | | Feb 7, 2019 |
| Del. Norton, Eleanor Holmes [D-DC-At Large] | D · DC | | Mar 12, 2019 |
| Rep. Connolly, Gerald E. [D-VA-11] | D · VA | | Mar 12, 2019 |
| Rep. Khanna, Ro [D-CA-17] | D · CA | | Mar 12, 2019 |
| Rep. Nadler, Jerrold [D-NY-10] | D · NY | | Mar 12, 2019 |
| Rep. Ocasio-Cortez, Alexandria [D-NY-14] | D · NY | | Mar 12, 2019 |
| Rep. Raskin, Jamie [D-MD-8] | D · MD | | Mar 12, 2019 |
| Rep. Maloney, Carolyn B. [D-NY-12] | D · NY | | Mar 25, 2019 |
| Rep. Pressley, Ayanna [D-MA-7] | D · MA | | Mar 25, 2019 |
| Rep. Trone, David J. [D-MD-6] | D · MD | | Mar 25, 2019 |
| Rep. Cohen, Steve [D-TN-9] | D · TN | | Apr 25, 2019 |
| Rep. Budd, Ted [R-NC-13] | R · NC | | Jun 13, 2019 |
| Rep. Cisneros, Gilbert Ray, Jr. [D-CA-39] | D · CA | | Jun 24, 2019 |
| Rep. DeSaulnier, Mark [D-CA-11] | D · CA | | Jun 24, 2019 |
| Rep. Hastings, Alcee L. [D-FL-20] | D · FL | | Jun 24, 2019 |
| Rep. Lynch, Stephen F. [D-MA-8] | D · MA | | Jun 24, 2019 |
| Rep. Ryan, Tim [D-OH-13] | D · OH | | Jun 24, 2019 |
| Rep. Sarbanes, John P. [D-MD-3] | D · MD | | Jun 24, 2019 |
| Rep. Schakowsky, Janice D. [D-IL-9] | D · IL | | Jun 24, 2019 |
| Rep. Thompson, Mike [D-CA-5] | D · CA | | Jun 24, 2019 |
| Rep. Takano, Mark [D-CA-41] | D · CA | | Jul 19, 2019 |
| Rep. Morelle, Joseph D. [D-NY-25] | D · NY | | Sep 24, 2019 |
| Rep. Pappas, Chris [D-NH-1] | D · NH | | Sep 24, 2019 |
| Rep. Pascrell, Bill, Jr. [D-NJ-9] | D · NJ | | Oct 16, 2019 |
| Rep. Smith, Adam [D-WA-9] | D · WA | | Oct 16, 2019 |

Committee Activity

| Committee | Chamber | Activity | Date |
|---|---------|-----------------|--------------|
| Armed Services Committee | House | Discharged From | Jan 24, 2020 |
| Committee on House Administration | House | Discharged From | Jan 24, 2020 |
| Education and Workforce Committee | House | Discharged From | Jan 24, 2020 |
| Judiciary Committee | House | Referred to | Mar 25, 2019 |
| Oversight and Government Reform Committee | House | Reported By | Jan 24, 2020 |

Subjects & Policy Tags

Policy Area:

Government Operations and Politics

Related Bills

| Bill | Relationship | Last Action |
|-------------|--------------|---|
| 116 HR 2500 | Related bill | Aug 11, 2020: Read twice. Placed on Senate Legislative Calendar under General Orders. Calendar No. 512. |
| 116 S 1790 | Related bill | Dec 20, 2019: Became Public Law No: 116-92. |
| 116 S 387 | Related bill | Apr 10, 2019: Placed on Senate Legislative Calendar under General Orders. Calendar No. 69. |
| 116 HR 1893 | Related bill | Apr 8, 2019: Referred to the Subcommittee on Crime, Terrorism, and Homeland Security. |
| 116 S 697 | Related bill | Mar 7, 2019: Read twice and referred to the Committee on the Judiciary. |

Summary (as of Jan 24, 2020)

Fair Chance to Compete for Jobs Act of 2019 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 of employment.

Agencies may not require 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 bill (1) sets forth positions to which such prohibitions shall not apply; and (2) requires the Office of Personnel Management (OPM), the General Services Administration (GSA), and the Department of Defense (DOD) to issue regulations identifying additional positions with respect to which the prohibition shall not apply.

The OPM, the Office of Congressional Workplace Rights, the Administrative Office of the United States Courts, the GSA, and DOD must (1) establish procedures for submitting complaints about, and taking actions against, agency employees and contractors for violating such prohibitions and for appealing such an action; and (2) issue regulations to implement this bill.

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

Actions Timeline

- **Jan 24, 2020:** Reported (Amended) by the Committee on Oversight and Reform. H. Rept. 116-380, Part I.
- **Jan 24, 2020:** Committee on House Administration discharged.
- **Jan 24, 2020:** Committee on the Judiciary discharged.
- **Jan 24, 2020:** Committee on Armed Services discharged.
- **Jan 24, 2020:** Committee on Education and Labor discharged.
- **Jan 24, 2020:** Placed on the Union Calendar, Calendar No. 301.
- **Mar 26, 2019:** Committee Consideration and Mark-up Session Held.
- **Mar 26, 2019:** Ordered to be Reported (Amended) by Voice Vote.
- **Mar 25, 2019:** Referred to the Subcommittee on Crime, Terrorism, and Homeland Security.
- **Feb 7, 2019:** Introduced in House
- **Feb 7, 2019:** Referred to the Committee on Oversight and Reform, and in addition to the Committees on House Administration, the Judiciary, Armed Services, and Education and Labor, 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.