

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.