

RESOLUTION NO. 101-17

**A RESOLUTION OF THE COUNCIL OF THE CITY OF RICHMOND, CALIFORNIA
IN SUPPORT OF AB 1008: EMPLOYMENT DISCRIMINATION: PRIOR CRIMINAL
HISTORY**

WHEREAS, nearly one in three California adults have an arrest or conviction, and

WHEREAS, these adults are regularly denied access to employment to helping formerly incarcerated people support themselves and their families, strengthening communities and boosting the economy, and reducing recidivism, and

WHEREAS, this especially affects African American and Latino Communities already effected by institutional racism, poverty, and “school-to-prison” dynamics, and

WHEREAS, the City of Richmond is committed to ensuring that all qualified individuals seeking employment within the City should be given an equal opportunity to apply for available positions; and

WHEREAS, in 2013, The Richmond City Council passed a ‘Ban the box’ ordinance known as Chapter 2.65 - “Banning the requirement to provide information of prior criminal convictions on all employment applications”, which applies to city employment and businesses that contracts with the city; and

WHEREAS, AB 1008 aims to give millions of Californian’s with a conviction history a fair chance at employment, and would direct employers to follow certain procedures if they wish to consider job applicants’ criminal history as part of a hiring process. Subject to exceptions for certain job types necessitating extra security protocols, AB 1008 would: (1) prohibit public and private employers from inquiring about or checking into a job applicant’s criminal history until after a conditional job offer is made; (2) prohibit employers from considering specified aspects of a criminal history, including minor offenses, older offenses, expunged convictions, and arrests not leading to a conviction, among other things; (3) require employers who decide to rescind a conditional offer based on criminal history to make an individualized assessment of the nexus between that criminal history and the job duties in question; (4) require employers to provide a written preliminary decision notice to applicants they have decided to reject based on criminal history; (5) provide applicants rejected on the basis of criminal history with an opportunity to challenge that determination and provide mitigating evidence, and

WHEREAS, AB 1008 is supported by many communities and organizations, including Alameda County Board of Supervisors; All of Us or None; Alliance for Boys and Men of Color; American Civil Liberties Union of CA; Anti Recidivism Coalition; Asian Americans Advancing Justice-CA; Black Women Organized for Political Action; Cala Restaurant; CA Association of Local Conservation Corps; CA Employment Lawyers Association; CA Labor Federation, AFL-CIO; CA Legislative Black Caucus; Californians for Safety and Justice; Center on Juvenile and Criminal Justice; Center on Policy Initiatives; City and County of San Francisco; City and County of San Francisco, Office of the District Attorney; City of Oakland; Claremont Colleges Prison Abolition Club; East Bay Community Law Center; Ella Baker Center for Human Rights; Filipino Bar Association of Northern CA; Flintridge Center; Los Angeles Mayor Eric Garcetti; Give Something Back Workplace Solutions; Greater Sacramento Urban League; Greenlining Institute; Inland Empire Fair Chance Coalition; Danielle Jones, Attorney at Law, Stanford Community Law Clinic; Lawyers’ Committee for Civil Rights; Legal Services for Prisoners with Children; Mexican American Legal Defense and Educational Fund; Motivating Individual Leadership for Public Advancement; Joe Nation, Professor of the Practice of Public Policy, Stanford University Program in Public Policy; National Association of Social Workers-California Chapter; National Center for Youth Law; Northern California Community Loan Fund; Rubicon Programs; San Francisco Public Defender; Service Employees International Union

Local 1000; Showing Up For Racial Justice-Peninsula Chapter; Silicon Valley De-Bug; Time for Change Foundation; United Food and Commercial Workers – Western States Council; the W. Hayward Burns Institute; Western Center on Law and Poverty; the Women’s Foundation of California.

NOW, THEREFORE BE IT RESOLVED that the Richmond City Council supports AB 1008: Employment Discrimination: prior criminal history, and

BE IT FURTHER RESOLVED that the City Council directs the City Manager and/or designee to send copies of this resolution to Assemblymember Thurmond, Congressman DeSaulnier and State Senator Skinner, as well as AB 1008 Authors: Assemblymembers McCarty, Weber, Holden, Gipson, and Reyes.

I certify that the foregoing resolution was passed and adopted by the Council of the City of Richmond at a regular meeting thereof held July 25, 2017, by the following vote:

AYES:	Councilmembers Choi, Martinez, Myrick, Willis, and Vice Mayor Beckles, and Mayor Butt.
NOES:	None.
ABSTENTIONS:	None.
ABSENT:	None.

PAMELA CHRISTIAN
CLERK OF THE CITY OF RICHMOND
(SEAL)

Approved:
TOM BUTT
Mayor

Approved as to form:
BRUCE GOODMILLER
City Attorney

State of California }
County of Contra Costa } : ss.
City of Richmond }

I certify that the foregoing is a true copy of **Resolution No. 101-17**, finally passed and adopted by the City Council of the City of Richmond at a regular meeting held on July 25, 2017.



Pamela Christian, Clerk of the City of Richmond