



Your Business Is
Our Only Business

LEGISLATIVE ALERT -July 28, 2014

"Ban the Box" Restricts Employers in the Hiring Practices - We Need Your Input

On July 15, 2014 the "**Ban the Box**" (*Bill 36-14, Fair Criminal Record Screening Standards*) legislation was introduced and sponsored by 5 of the 9 members of the Montgomery County Council (Lead Sponsor: Marc Elrich; Co-Sponsors: Cheri Branson, Nancy Navarro, Council President Craig Rice, and Hans Riemer).

The bill would prohibit certain employers from conducting a criminal background check or otherwise inquiring into an applicant's criminal record before making a conditional offer of employment. This "Ban the Box" legislation is a reference to the prohibition on the use of a checkbox on job applications indicating whether or not the applicant has a criminal record. Seven* "local" jurisdictions in the U.S. have banned the box for private employers - Montgomery County would be the first county in the U.S. to "ban the box."

A public hearing is currently scheduled to take place before the County Council on **Tuesday, September 9th at 1:30 p.m.** In preparation for that hearing, the Chamber would like to hear from you about the impact this legislation would have on your business. Please review the legislation at the Chamber's website at www.bccchamber.org. Contact Ginanne Italiano at gitaliano@bccchamber.org or 301-652-4900x203 and let her know how this legislation would affect the way you do business. Please let Ginanne know if you would like to join other area businesses who will be working together to prepare for the public hearing. Through the Chamber's "Testimony 101" program, members of the Chamber's Economic Development Group are prepared to help other members prepare for testifying before the County Council.

*Local jurisdictions that have passed similar "Ban the Box" legislation: Washington, DC (2014), Baltimore (2014), Buffalo (2013), Newark (2013), Philadelphia (2011), San Francisco (2014), and Seattle (2013).

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OUR MISSION: Build an environment that encourages business to grow and prosper within a thriving Bethesda-Chevy Chase community.

OUR VISION: The Bethesda-Chevy Chase community will be regarded as the pre-eminent place to do business in the Washington Metropolitan Area.

OUR GUIDING PRINCIPLES: Our Chamber supports its members by providing both a voice and a forum to help shape public policy and enhance opportunities for exposure, connections, and growth. Our responsibility is to lead by example, holding ourselves to the highest governance principles, ethical standards and business practices.