

Employment laws have changed!

If you have a past felony conviction, doors have opened to work in Illinois schools, park districts, and health care facilities.

If you are still being denied the opportunity to work in these fields, email: advocacy@cгла.net

The Illinois General Assembly passed four laws to improve employment opportunities for people with criminal records.		
	THEN	NOW (2017)
SCHOOLS (HB 4360)	A conviction for a drug offense, misdemeanor prostitution, cannabis or public indecency barred a person from working in schools FOR LIFE.	<ul style="list-style-type: none"> • Convictions for drug offenses are now a 7 year bar instead of a lifetime bar. • Misdemeanor convictions for cannabis, prostitution and public indecency no longer bar a person from working in a school.
PARK DISTRICTS (SB 3005)	<p>A conviction for a drug offense, misdemeanor prostitution, cannabis or public indecency barred a person FOR LIFE from working in park districts.</p> <p>Juvenile adjudications for a drug offense barred a youth FOR LIFE from working in park districts.</p>	<ul style="list-style-type: none"> • Convictions for drug offenses are now a 7 year bar instead of a lifetime bar. • Misdemeanor convictions for cannabis, prostitution and public indecency no longer bar a person from working in a park district. • Juvenile adjudications for drug offenses are no longer a bar to employment.
HEALTH CARE LICENSES (SB 42)	After 2011, a person convicted of a forcible felony was permanently barred from receiving a health care license from the Illinois Department of Professional Regulation.	<ul style="list-style-type: none"> • A person is eligible to apply for a health care license with a forcible felony 5 years after completion of sentence or 3 years after release from the Illinois Department of Corrections. • IDFPR has discretion again to decide whether to grant a license.
UNLICENSED HEALTH CARE (HB 4515)	A person who was lawfully eligible to work in unlicensed health care still had a "red flag" on the Health Care Worker Registry, discouraging employers from employing qualified individuals. A conviction for misdemeanor cannabis required a health care waiver to work.	<ul style="list-style-type: none"> • The Registry will now focus on eligibility to work and website will contain language on EEOC guidelines. • Misdemeanor cannabis conviction no longer requires a health care waiver. • A working group is created to study the effectiveness of the health care waiver process, leading to further improvements.

The above legislation was supported by the **Restoring Rights and Opportunities Coalition of Illinois (RROCI).**

COMMUNITY
RENEWAL
SOCIETY

CGLA Cabrini Green
Legal Aid

HEARTLAND
ALLIANCE
POLICY AND ADVOCACY

