

# HB 4515

## Support Job Opportunity in Health Care for People with Criminal Records

SPONSORS: Lilly—Turner—Hernandez, Reaves-Harris, Mayfield, G. Harris, Welch, Lang, Guzzardi, Zalewski, Cassidy, Gabel

### HB 4515 CREATES JOB OPPORTUNITIES IN HEALTH CARE FACILITIES LIKE NURSING HOMES

Under current law, healthcare facilities cannot hire applicants with a “disqualifying” criminal record, unless the applicant is granted a waiver by the Illinois Department of Public Health (IDPH). IDPH makes a thorough evaluation of the applicant and his or her criminal history when granting a waiver.

IDPH administers the **Illinois Health Care Worker Registry**, including a website that indicates whether an applicant has a disqualifying offense under Illinois law, and whether he or she has a waiver that makes them eligible to work.

Employers verify an applicant’s eligibility for employment on the Registry prior to employment. Today, when an employer checks the registry, they see a red flag, even when a waiver has been granted. The waiver information is listed separately. Even with a waiver, qualified applicants are frequently still denied jobs.

**To increase opportunity, HB 4515 amends the Health Care Worker Background Check Act as follows:**

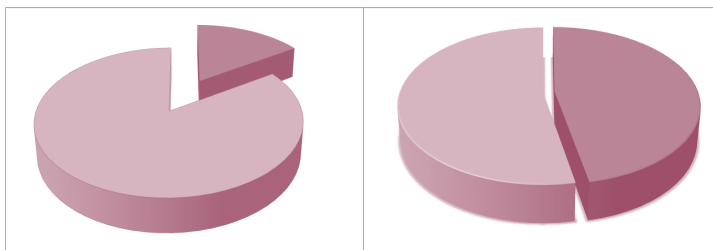
- Changes the Health Care Worker Registry so that it focuses on the applicant’s eligibility for work—not whether they have obtained a waiver. Makes clear that people with waivers are eligible to work and improves how that information is reported. Employers are still free to hire (or deny) whomever they choose.
- Removes low-level cannabis-related convictions (misdemeanors) from the list of disqualifying offenses under Illinois law.

**To improve the health care waiver system, HB 4515 establishes the Health Care Registry working group to:**

- Evaluate and monitor the success of health care waivers in creating job opportunity for people with criminal records
- Identify and recommend changes to the waiver application and implementation process to reduce barriers for applicants or employees.

#### Employment Reduces Recidivism

*Allow deserving individuals continue to succeed and contribute to society with full-time employment*



15.7 %

Recidivism rates for those with full-time employment after incarceration.

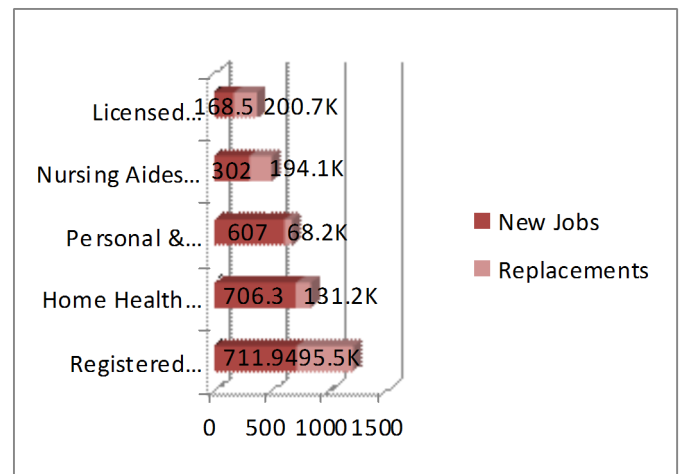
47%

Recidivism rates for those without full time employment after incarceration.

SAFER FOUNDATION *A Road Back*, Safer Foundation  
FY2011 Recidivism Study.

#### We Need Qualified Health Care Professionals!!

*Between 2010 and 2020, more than 2 million jobs and another 700,000 job openings will be available in health care.*



Bureau of Labor Statistics: Employment by Occupation: 2010 and Projected 2010

# HB 4515 is Supported by a Diverse Coalition of Community, Legal and Religious Organizations

For questions or to sign on as proponent, please contact:

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Restoring Rights and Opportunities Coalition of Illinois

ACLU of Illinois

AIDS Foundation of Chicago

Cabrini Green Legal Aid (CGLA)

Chicago Department of Public Health

Chicago Coalition for the Homeless (CCH)

Chicago Jobs Council (CJC)

Citizen Action/Illinois

Community Renewal Society (CRS)

Heartland Alliance for Human Needs & Human Rights

Illinois Voices for Reform

Lutheran Advocacy Illinois

Lutheran Social Services of Illinois

Project IRENE

Safer Foundation

Sargent Shriver National Center on Poverty Law

SEIU Healthcare Illinois Indiana

St. Leonard's Ministries

Uptown People's Law Center

Woodstock Institute