



## LOS ANGELES AREA CHAMBER OF COMMERCE

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This week the Los Angeles City Council approved a new ordinance that will impact the way you hire employees. For the last year, the City has been considering the Fair Chance Initiative for Hiring, also known as "Ban the Box" because it refers to removing the felony conviction question from employment applications. This new ordinance, which applies to private employers of ten or more employees, states:

- An Employer shall not include on any application for Employment any questions that seek the disclosure of an Applicant's Criminal History.
- An Employer shall not, at any time or by any means, inquire about or require disclosure of an Applicant's Criminal History unless and until a Conditional Offer of Employment has been made to the Applicant.

There is additional regulation related to employer assessment of criminal history, notice requirements, record retention and exemptions. If you are a city contractor, please see [this ordinance](#). All other employers, please see [this ordinance](#).

The Los Angeles Area Chamber of Commerce has long been supportive of policies that help reduce recidivism, facilitate the reintegration into society of persons with conviction records, and reduce barriers to employment for returning citizens. However despite our advocacy work, the policy approved by the Council went further than we were able to support. You can see our most recent letter and recommendations to Council [HERE](#). As the policy moved through committee, we were able to get amendments included that 1) Created a warning period through June 30, 2017 before enforcement with financial penalties begin; 2) a statement that Private Right of Action is contingent on exhaustion of administrative remedies; 3) a number of report backs on the impact of similar ordinances throughout the country. You can find the additional amendments [HERE](#).

When there is official outreach material, we will make sure to send that information to you, as well contact information for questions. For now, if you have questions, please contact Jessica Duboff, Vice President of Public Policy at [jduboff@lachamber.com](mailto:jduboff@lachamber.com).

Thank you,

Gary Toebben  
President & CEO  
Los Angeles Area Chamber of Commerce