

Advantages of Hiring People With Past Criminal Records



Employers Receive Tax Credits for Hiring Workers with Past Felonies.

- A federal Work Opportunity Tax Credit (WOTC) is available to employers who hire a person convicted of a felony within a year of the conviction or the date of release from prison. The tax credit often is \$2400.
- People with criminal records are often poor and there are WOTC credits for workers who were on Food Stamps, SSI and T-AFDC. Get more information at:

<http://www.doleta.gov/business/incentives/opptax/>



Hiring Workers with Criminal Records Is Cost Effective and Has Other Benefits.

- Lowers attrition rates: CORI is a barrier to other employment.
- Increases the talent pool: 1 in 3 people in U.S. have a record.
- Results in racially diverse workplaces because people of color are disproportionately involved in the criminal justice system.
- Reduces claims of discrimination and violations of city CORI ordinances.
- People with CORI are often rejected for jobs which can make them more motivated and loyal employees.



The Department of Labor offers Free Bonding to Promote Hiring of Workers with Criminal Records.

The bond protects an employer against losses related to potential employee theft or dishonesty.

- The first 6 months are free and then the employee is "bondable for life" through the Federal Bonding Program's commercial bond (Travelers Insurance).
- The bond insurance ranges from \$5,000 to \$25,000. Get information: www.bonds4jobs.com/highlights.html



No Studies Link Criminal Records to Crime on the Job.

- No studies show that hiring workers with criminal records contributes to increased crime, violence, theft, or dishonesty in the workplace.
- 2005-2009 Bureau of Justice Statistics show most workplace violence is inflicted by strangers, not employees.

Note: Employers relying on DCJIS CORI reports also are protected from certain negligent hiring claims. G.L. c. 6, 172(e).



Workers With Criminal Records May Be More Productive.

- A study by Evolv showed workers with criminal records were more productive than workers without records. Vivian Giang, Business Insider, *Why Criminals Make Better Employees* (Dec.12, 2012).

Hiring People with Criminal Records Strengthens Families, Communities and the Economy



CORI Perpetuates Poverty. Our country's poverty rate would have dropped by 20 percent between 1980 and 2004,

but for mass incarceration and the consequences of criminal records that affect individuals and families for years.

Robert H. Defina & Lance Harrison, *The Impact of Mass Incarceration on Poverty, Crime & Delinquency*, 59 (4) (2013), 562-586; Bruce Western, *Punishment & Equality*, 127 (2006).



Costs of Incarceration Go Well Beyond the Prison Walls.

- Massachusetts loses as much as \$20 million per year in reduced tax collections because formerly incarcerated people earn less.
- Individuals without jobs are unable to spend at prior spending levels, and a decrease in their consumer ability and productivity negatively affects the gross national product—a primary indicator used to gauge the health of the economy.
- People without jobs often have to rely on public assistance and cannot support their children which burdens the state and taxpayers.

Benjamin Forman & John Larivee, *Crime, Cost and Consequences: Is it Time to Get Smart on Crime?* 6, 19 (March 2013) <http://www.Massinc.org/research/crime-cost-and-consequences.aspx>. See David A. Mayer, *Why Unemployment is Bad*, *Netplaces: Economics*, <http://where-did-my-job-go/why-unemployment-is-bad.htm>.



CORI Contributes to Massive Unemployment. For many people, a criminal record history means they will have no job and no income.

- 67% are unemployed a year or more after release from incarceration.
- Those who do get jobs after release from jail take home 40% less in income annually.

Collateral Costs: Incarceration's Effect on Economic Mobility (Pew Charitable Trust, 2010).



Employment Promotes Public Safety and Quality of Life.

- Steady gainful employment is the leading factor in preventing recidivism.
- The higher the wage, the less likely it is that the person will re-offend.
- Jobs promote public safety and a better quality of life in neighborhoods.

Christy A. Visher *et al.*, *Ex-Offender Employment Programs and Recidivism: A Meta-Analysis*, *Journal of Experimental Criminology* 1 (2005): 295–316. See also John H. Laub & Robert J. Sampson, *Understanding Desistance from Crime*, *Crime & Justice* 28(1) (2001): 17–24.