

ACJC Workgroup on Barriers to Reentry  
Employment Sub-Group  
Staff Notes and Member Assignments, April 13, 2015  
AG's Office, Room 502, 1031 Fourth Avenue, Anchorage, Alaska

Commissioners attending: Brenda Stanfill  
Staff present: Mary Geddes (note-taker), Susie Dosik  
Participating: Deb Periman, Barbara Armstrong, Doreen Schenkenberger, Janet McCabe

**Future meetings: May 4, 3:00 -4:30 PM Attorney General's Office, Room 502, Anchorage**

Ban the Box

Since Brenda Stanfill had missed the Commission meeting and Barriers Workgroup meetings on March 31, there was continued discussion about the reaction to the workgroup's Ban the Box proposal. She was told about the various concerns expressed by Commissioners and the AG, as well as the interest expressed by some Commissioners that the proposal and perhaps others like it be first 'vetted' by the larger Barriers Workgroup.

Deb Periman suggested that contact should be made with the states who have enacted the measure and have experience with its implementation. She stated that New Mexico has 12 years of experience with the measure (applied to state employment). Dosik reported that one Commissioner asked for any research indicating outcomes as a result of enacting Ban the Box; thus far Dosik is only aware of an Hawaii study. Dosik also noted that that both Greg Razo and Craig Richards asked if HR professionals could be consulted. Another Commissioner asked about enforceability. Doreen Schenkenberger indicated that Native corporations should be very interested in any efforts to ease federal restrictions. Stanfill asked who will do the research suggested by the Commission. Susie Dosik said she expected staff would do it.

Stanfill asked whether it was worthwhile to continue working on the issue or if this should be handed off to the larger Barriers Workgroup. Periman suggested trying out the proposal with a focus group and contacting local representatives from target and Walmart to see if they would report a positive experience.

Anti-discrimination Statutes

The group also discussed the occupational restrictions against returning citizens in existing statutes and how best to achieve reform. The Workgroup had expected to hear in this meeting from AAG Stacy Kralee but she did not attend. Janet McCabe said that it was important to push on as the background check issue continue to be an impossible burden on potential employers. Susie Dosik said that the group had not yet addressed how any on-discrimination provision would impact the Title 47 processes, and that is why Stacy's participation would be helpful.

Periman agreed to work on the occupational licensing piece (Title 8), by drafting some broad antidiscrimination language based upon language enacted in other states.

The group agreed, at its next meeting, to discuss Title 47 restrictions and general anti-discrimination provisions for occupational licensing.