

EMPLOYER BULLET POINTS FOR ASSEMBLY PHONE CALLS

- Start by introducing yourself and your company, and the fact that you are calling to support Senate Bill 1262. You don't need to read out these bullet points literally – it is usually better to understand them, then speak from your own experience.
 - SB 1262 is vital for creating safe work environments and ensuring Californians are hired quickly and restores the status quo in California.
 - Without access to basic identifying information (such as date of birth in this case) on court records, we may be unable to decide whether an applicant represents an unacceptable risk of creating an unsafe work environment. If we can't get a background check, we may be unable to hire the applicant.
 - Criminal background checks help protect both employees and customers by:
 - 1) ensuring a safe working environment by reducing the likelihood of workplace violence,
 - 2) reducing employee theft, and
 - 3) meeting state law requirements designed to protect consumers and vulnerable populations like the elderly, disabled and children.
 - Often state and federal regulations require verification of criminal history for some positions, if SB 1262 does not pass, we **may be legally barred from hiring California residents** for those positions.
 - **We would request Assembly member _____ support California workers and businesses by voting "Yes" in favor of SB 1262.**
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- *** If appropriate, you can also respond to the criticism of the bill – either proactively or in response to questions from the legislator's office. ***
- Opponents say that SB 1262 is unnecessary as California Department of Justice (DOJ) checks are adequate. This is entirely false.
- **By law, the VAST majority of employers cannot use the DOJ process.** Users of DOJ checks must be statutorily authorized, and most employers are not.
- The DOJ process requires job applicants to have fingerprints taken – for a whole host of reasons, this is not an efficient nor a reasonable ask of applicants who may not have the time or ability to get to a fingerprinting location.
- Opponents say that SB 1262 conflicts with California's ban-the-box laws. This is not true. Those laws are written to allow a responsible, inclusive, and fair background-check process at the right time in the hiring process.
- Opponents say that SB 1262 newly expands access to private information. SB 1262 is **not** an expansion of access, but a return to the rules that businesses have operated under in California for decades.