

June 24, 2014

Erie County Legislature  
92 Franklin Street- 4<sup>th</sup> Floor  
Buffalo, New York 14202

Dear Legislators,

In 2013, the City of Buffalo passed legislation removing the conviction question from City of Buffalo employment applications. This includes all contractors employed by the City of Buffalo and private sector employers located within the city. The removal of the conviction question is known nationally as "Ban the Box". Over 60 municipalities have passed legislation removing the conviction question, thus opening doors for over 65 million people nation-wide who possess a conviction. Most recently the City of Rochester passed similar legislation "Banning the Box". During Rochester's historic adoption of this legislation the University at Rochester publically stated that it supports the policy and would comply with the ordinance.

We encourage members of the Erie County Legislature to support legislation that removes the conviction question from job applications of employers located in Erie County. "Ban the Box" policy allows ex-offenders the opportunity to apply for employment and not be judged upon the submission of their job application. This policy would not eliminate background checks, nor prohibit employers about asking individuals about a conviction during an interview. New York State has taken great strides in the realm of re-entry, however there remains over 7,000 people in Erie County that are under supervision, and many more who were convicted of a crime. We cannot spend our way out of rising incarceration costs; we must promote responsible policies, such as "Ban the Box" that help reduce costs at minimal cost to the taxpayer.

It is essential that we recognize and assist hard to serve populations to ensure that we are stronger both economically and socially. Erie County can lend a hand to this effort by joining the "Ban the Box" movement in Western New York. Thank you for your time and consideration in regard to this important social effort.

Kind Regards,



John R. McClive  
1088 Delaware Avenue. Apt. 8E  
Buffalo, NY 14209  
E-mail: johnmclive@live.com