Understanding the Legal Landscape of Criminal Records in Hiring Decisions (CLE)

Tuesday, July 31, 2018 | 4 – 5:15 p.m.

Session Description: State laws create numerous barriers to employment and occupational licensing for people with criminal records. Nationwide, efforts have focused on “fair chance” hiring reforms designed to increase employment opportunities for ex-offenders. While working on reforms, it’s important to understand the legal landscape. Examine federal laws and agency guidance, noteworthy state court decisions and legislative solutions.

Moderator: Representative Eric Hutchings, Utah

Biographies

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Carol R. Miaskoff is the associate legal counsel of the Equal Employment Opportunity Commission (EEOC). She is responsible for developing EEOC rules and guidance under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act (ADA), and the Genetic Information Nondiscrimination Act (GINA). In addition, she provides legal advice on a wide range of substantive and administrative matters, and participates in defense of the commission and the EEOC chair in litigation challenging EEOC rules and actions.

During her career at the EEOC, Miaskoff has supervised the development of proposed EEOC policy on workplace harassment and final EEOC policy on unlawful retaliation, national origin discrimination, equal pay, the Title VII implications of criminal record exclusions, and the ADA and psychiatric disabilities.

Prior to 2010, Miaskoff led the Coordination Division of the Office of Legal Counsel, working directly with other federal agencies (such as the Department of Labor) to maximize the consistency of their workplace rules with the EEO laws. She graduated from Harvard University and the George Washington University Law School, with high honors.

She is a member of the EEOC’s equal pay task force and speaks frequently to labor and employment groups.

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Chidi Umez is the project manager for the Council of State Governments (CSG) Justice Center Criminal Records Project. In her role, she oversees the Justice Center’s work in the areas of criminal record clearance, occupational licensing, and collateral consequences of criminal convictions through the Clean Slate Clearinghouse (CSC) and the National Inventory of Collateral Consequences of Criminal Convictions (NICCC). Prior to joining the CSG Justice Center, she served as a defense attorney in Harris County, Texas and as a court attorney in the New York Civil Supreme Court. She also served as a legislative aide in the Texas House of Representatives. She received a B.A. in English and corporate communications from University of Houston, and a J.D. from Texas Southern University, Thurgood Marshall School of Law.

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Assemblymember David Weprin was elected in a Special Election on February 9, 2010. Weprin represents the 24th Assembly District in Queens, the same district represented by his father, the late Assembly Speaker Saul Weprin, for 23 years and his brother Mark Weprin for over 15 years. In 2017, Weprin was named Chair of the Assembly Committee of Correction. Prior to serving as the Chair of Committee on Correction, Weprin served as Chair of the Assembly Task Force on People with Disabilities from 2014 – 2016. Weprin was also named Co-President of the National Association of Jewish Legislators in January 2017.

Born in Queens to former Assembly Speaker Saul Weprin and Sylvia Weprin, he has lived in the Hollis-Jamaica area his entire life. He is a graduate of Jamaica High School, SUNY at Albany, with a cum laude degree in Political Science, and a law degree from Hofstra University.

In 1983, Weprin was chosen by then Governor Mario Cuomo to serve as the deputy superintendent of banks and secretary of the Banking Board for New York State. As part of his tenure through 1987, Weprin was a watchdog of nearly $2 trillion, regulating more than 3,000 financial institutions and financial service firms in New York State, including international banking institutions, mortgage brokers, and mortgage bankers. One of several accomplishments Weprin is proudest to have achieved on behalf of consumers as deputy superintendent was to reduce the number of days banking institutions may hold checks before clearing them, thereby reducing the interest they can earn on the backs of consumers and businesses.

In 2001, Weprin was elected to the New York City Council by the people of the 23rd Council District in Queens. Within weeks of taking office Weprin became chairman of the Council’s Finance Committee. Their choice to select a freshman Council Member to preside over the review and management of the city’s finances remains unprecedented and is a testament to his long-standing excellence in the field. As chair of the Council’s Finance Committee, Weprin proved to be a tireless advocate for responsible public spending and partnered with the mayor and citizen advocacy groups to strengthen fiscal responsibility throughout all five boroughs.

Prior to his election to the council, Weprin occupied a variety of leadership positions in the financial services industry. He was elected by his peers to serve as chairman of the Securities Industry Association, for the New York District, for three years.

Weprin occupied a variety of leadership positions with a major financial services firm from 1987 until his election to the council. In 1997, he was elected by his peers to serve as chairman of the Securities Industry Association, for the New York District, for three years.

Weprin lives with his wife Ronni in Holliswood, Queens. They are the proud parents of five children.