



Criminal Background Check Policy Revisions

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Banning the Box

HB 3025 (New State Law “Banning the Box”)

ORS 267.237 (State Law Mandating Criminal Background Checks for Certain Mass Transit Employees)



Changes to TriMet Policy

Significant changes:

- Adding in new category of job positions
- Post-conditional offer/pre-employment basis will obtain checks (ban the box)
- Applies to Designated Positions:
 - **To Union: only for new job applicants**
 - **To Non-Union: to both prospective employees (applicants) and employees applying for promotion or lateral move to specified non-represented position**



Next Steps

No Mid-Term Bargaining requested

**Board Resolution (Required by ORS
267.237)**