Criminal Record Clearing in a Nutshell



Fall 2024





Laws change. Individual cases differ.



Because laws and legal procedures change, please check to be sure that the information here is current before you rely on it.

We expect to post an updated version of this information at https://www.sjsu.edu/rcp/community-resources.php

This is general information and may not apply to your individual, specific situation.

Getting started: Get a RAP sheet

 $\underline{RAP} = \underline{R}ecord of \underline{A}rrests and \underline{P}rosecutions$

State Department of
Justice ("LiveScan")

- Includes all counties
- Arrives in ~ one week

RCP LiveScan appointments:

expunge@sjsu.edu

Find LiveScan offices at https://oag.ca.gov/fingerprints/record-review

County

- Usually more complete than state RAP
- Arrives in ~ one month
- Get from Sheriff's office

Important: Make sure that there are no warrants pending before going to the Sheriff's Office

Speed Screenings

Students (under attorney supervision) review clients' RAP sheets and advise them about next steps toward expungement





Contact the RCP for details regarding the next Speed Screening at expunge@sjsu.edu

Meetings are online or by phone

RCP provides:

Court petition preparation

In Santa Clara County:

RCP has limited capacity to assist people in court.

Meetings are online or by phone



The Santa Clara County
Public Defender's office
assists with
expungement petition
preparation at the
Reentry Resource Center.

(408) 535-4290

Record Clearing Options



Record cleaning options

The following information applies to California state adult convictions only

- ☐ Expungements = dismissals of convictions (jail, AB 109, prison)
- ☐ Reducing felonies to misdemeanors ("wobblers," Prop 47, Prop 64)
- ☐ Sealing and Vacatur

(drug diversions, juvenile offenses, offenses resulting from being trafficked)

☐ Other record clearing laws

(Certificates of Rehabilitation, Relief from 290 registration, automatic dismissals)

"Expungement" = dismissal of a conviction

What does an expungement do? withdraws a plea bargain or dismisses a conviction

Expungements are either:

- required ("mandatory"), or
- □ up to a judge ("discretionary")





Whether expungement is must be dismissed ("mandatory") or can be dismissed ("discretionary") depends on:

- The sentence, and
- What happened after the sentence

General summary of expungement laws

Can / Must

<u>Law Applies to be dismissed</u>

Jail cases:

1203.4 sentences w/ **must** if successfully complete probation

probation can if in "interest of justice" to dismiss

1203.4a sentences **must** if go one year w/ no new convictions

w/out probation can if in "interest of justice" to dismiss

Except: some sex and child pornography offenses cannot be dismissed

AB 109 and Prison cases:

1203.41 all AB 109 cases **can** if in "interest of justice" to dismiss

[all are after Oct 2011]

and prison cases can if in "interest of justice" to dismiss

Except: most serious sex offenses cannot be dismissed

When probation was part of the sentence:

For record clearances, it does not matter whether probation was <u>formal</u> (reporting) or <u>court</u> (non-reporting)

If a person successfully completed probation

no new convictions during probation no probation violations



then the court <u>must</u> dismiss the conviction ("mandatory")



Exception: Requests to dismiss many Vehicle Code offenses *must* be heard in court



When probation was part of the sentence:

If a person
 did not successfully complete probation,
 new conviction during probation
 probation violation



→ then the dismissal of the conviction is up to a judge ("discretionary")

A judge will decide in court whether it is "in the interests of justice" to dismiss the conviction



Early termination of probation when a person is moving forward

Example: 5 years probation, terminated after 4 years

If a judge grants a person early termination of probation, PC 1203.3

✓ even after an earlier probation violation

then the court must dismiss the conviction ("mandatory")



When probation was not part of the sentence

If the Petitioner had <u>no</u> new convictions during the <u>one year following</u> the conviction,



then the court <u>must</u> dismiss the conviction ("mandatory")



Exception: Infractions are ineligible for dismissal

Note: PC 1203.4a – the expungement law that applies when probation is not a term of sentence – does not apply to felonies. For the (rare) felony with no probation, see if the felony can be reduced (next section). If so, ask to reduce the felony to a misdemeanor and to dismiss.

When probation was not part of the sentence

If the Petitioner had <u>another conviction</u> within <u>one year following</u> the conviction,



→ then the dismissal of the first conviction is up to a judge (discretionary)

A judge will decide in court whether it is "in the interests of justice" to dismiss the conviction



AB 109 = Realignment = PC section 1170(h)

October 2011 law moved many cases that were served in state prison to be served in county jail.

Sentences for these AB 109 cases include "PC 1170(h)."

All AB 109 convictions are eligible to be dismissed.

It is up to a judge to decide whether it is "in the interests of justice" to dismiss AB 109 convictions.

People with a split sentence (released with a "tail") can apply for expungement <u>one year</u> after completing supervision. PC 1170(h)(B)(5)

People with straight time (no "tail") can apply <u>two years</u> following release from custody. PC 1170(h)(A)(5)

New law effective 1.1.23:



Almost all California prison cases can be dismissed

- can apply 2 years after completion of sentence
- up to a judge to decide whether it is "in the interests of justice" to dismiss the conviction

Exception: most serious sex offenses are ineligible for dismissal

Also:

Many people who worked at **fire camps while in custody** are eligible to have their sentence shortened and their conviction dismissed.

Summary of main expungement laws

		Can / Must
Law	Applies to	be dismissed
1203.4	sentences w/ probation	must if successfully complete probation can if in "interest of justice" to dismiss
1203.4a	sentences w/out probation	<pre>must if go one year w/ no new convictions can if in "interest of justice" to dismiss</pre>
1203.41	all AB 109 / 1170(h) sentences (all are after + almost all prisor	er Oct 2011)

As of July 1, 2024, if four years pass after a person completes all terms of a felony sentence and the person is not convicted of a new felony in those four years, DOJ will dismiss the conviction automatically. Exceptions: "serious" PC 1192.7(c) or "violent" PC 667.5 felonies or one requiring 290 registration. PC 1203.425 (a)(1)(B)(iv)(II)

Exception: most serious sex offenses are ineligible for dismissal

When can a person file for expungement?

- ✓ Not serving time
- ✓ Not on probation, parole or supervision Can ask court to release from supervision early
- ✓ No criminal charges pending

Even if not eligible to apply now, a person can start preparing to file today

Owing money to the County does NOT bar expungements

Expungements: balance due to County

California recently eliminated many administrative fees (such as probation) and related debt.

The court can waive debt for fines or other fees at a record clearance hearing.

Restitution owed a victim cannot be waived. A judge can dismiss a conviction when restitution is due, leaving the balance in place.

Immigration status

There is no immigration status requirement to be eligible to petition for expungement.

However, criminal histories can affect immigration cases. The Record Clearance Project suggests clients who have immigration issues consult an attorney who specializes in immigration law before beginning the expungement process.



Courts can set aside convictions for failure to explain immigration consequences at the time of the conviction

AB 1259 (effective 2022, amending PC 1473.7)

Now some practice!

The following people come to you to ask which of their convictions *must* be dismissed and which *can* be dismissed.

Assume that

- Unless shown, the people are eligible to file for expungement (dismissal)
- They have no probation violations other than from new convictions shown on their records
- The last conviction shown is their last conviction

Abbreviations used:

Infrac = Infraction; Mand = Mandatory dismissal

Misd = misdemeanor, Disc = discretionary dismissal

Fel = Felony Inelig = ineligible for dismissal

Is dismissal of Mr. A's convictions Mandatory, Discretionary or Ineligible?

			Incarceration:	Probation,			
		Sentence:	jail, prison	supervision,			
			or none	parole, or none	<u>e</u>		
1.1.2010	Misd	petty theft	1 day jail	1 year	Mand	Disc	Inel
6.1.2013	Inf	resist arrest	no jail	fine only	Mana	Disc	Inel
12.7.2014 12.8.2016	Fel	sale cont subs probation term	30 days jail inated early	3 years	Mand	Disc	Inel
1.1.2017	Misd	give false name to officer	e 4 days jail	2 years	Mand	Disc	Inel
2.2.2018	Fel	assault deadly weapon	1 year jail	3 years	Mand	Disc	Inel

Is dismissal of Ms. B's convictions Mandatory, Discretionary or Ineligible?

		Sentence:	Incarceration: jail, prison or none	Probation, supervision parole, or	n,
1.1.2006	Misd	resist arrest	2 days	0	Mand Disc Inel
3.1.2006	Misd	resist arrest	2 days	0	Mand Disc Inel
1.1.2008	Fel	sales contrl subs not marijuana	3 months	3 years	Mand Disc Inel
1.1.2013 1.1.2016	Fel	child endangermt probation	6 months	5 years	Mand Disc Inel
1.1.2018	Fel	domestic violence	10 months	3 years	Mand Disc Inel

Is dismissal of Mr. C's convictions Mandatory, Discretionary or Ineligible?

		Sentence:	Incarceration: jail, prison or none	Probation supervision parole, or	on,		
1.1.2010	Misd	resist arrest	2 days	1 year	Mand (Disc	Inelig
3.1.2010	Misd	domestic battery	2 months	3 years	Mand	Disc	Inelig
1.1.2014	Fel	sales contrl subs	2 years prison	3 years parole	Mand	Disc	Inelig
6.1.2017 6.1.2019	Fel	child endangermt probation termina		5 years	Mand	Disc	Inelig

<u>Is dismissal of Ms. D's convictions</u> <u>Mandatory, Discretionary or Ineligible?</u>

			Incarceration:	Probation,		
		Sentence:	jail, prison or none	supervision, parole, or non	ne	
				<u> </u>		
1.2.2000	Fel	identity theft	2 months jail	2 years	Mand Disc	Inelig
1.2.2003	Fel	sale of marijuana (adults involved, not	•	2 years care)	Mand Disc	Inelig
8.8.2006	Fel	sale of heroin	2 years prison	2 yrs parole	Mand Disc	Inelig
9.9.2012	Fel	own/rent drug house	16 months jail per 1170(h)		Mand Disc	Inelig

Is dismissal of Mr. E's convictions Mandatory, Discretionary or Ineligible?

		Sentence:	jail,	rceration: prison one	Probation, supervisio parole, or	n,		
1.1.2010 1.1.2012	Fel	child endangerr probation termi		6 months d early	5 years	Mand	Disc	Inel
1.1.2016	Fel	poss contrl subs	5	drug dive	ersion	Mand	Disc	Inel
3.1.2016	Fel	assault w/ dead weapon	lly	8 months	3 years	Mand	Disc	Inel
1.1.2023	Fel	grand theft		20 days	2 years	Mand	Disc	Inel
				-> wait till	I on probation 1.1.2025 or ly termination)	

- ☑ Expungements = Dismissals of convictions
 - (jail, AB 109, prison)
- Reducing felonies to misdemeanors

("wobblers," Prop 47, Prop 64)

☐ Sealing and Vacatur

(drug diversions, juvenile offenses, convictions resulting from being trafficked)

☐ Other record clearing laws

(Certificates of Rehabilitation, Relief from 290 registration, automatic dismissals)



Summary of felony reduction rules

Law	Applies to	Type of case
17b	jail only	wobbler = sentence listed has * jail OR prison * jail OR 1170(h)
P 47	jail + 1170(h) + prison	2 parts:* drug possession* theft-related \$950 or less
P 64	jail + 1170(h) + prison	marijuana-related (including sales)

Why reduce a felony if the conviction is dismissed?

Even when a conviction is dismissed, reducing a felony to a misdemeanor can help with:

- Regaining firearm privileges
- Immigration
- Occupational licensing
- Public housing access (drug felonies)
- Student loans (drug felonies)
- Family reunification
- Visiting people in custody

Voting with a conviction history

Past convictions do not keep people from voting in California.

The only thing that keeps an otherwise eligible person from voting is if they are currently in state or federal prison.

People who have moved need to register at their current address:

https://registertovote.ca.gov/



For more information about voting with a conviction history, visit https://www.letmevoteca.org/

Penal Code section 17(b) allows many felonies sentenced to jail to be reduced to misdemeanors.

For felonies sentenced to jail to be reduced using 17(b), they must be **wobblers**.

A felony is a wobbler if the **current sentence** for the offense includes the words:

jail **OR** prison or jail **OR** 1170(h)

Some wobblers:

second degree burglary
assault with deadly weapon
child endangerment
possession of meth

grand theft
auto theft
domestic violence
DUI with injury

PC 17(b)

Example: wobblers

Cal. Penal Code sections 459 and 460(b) define **second degree burglary**; section 461(b) defines sentencing:

[Burglary in the second degree is punished by] imprisonment in the **county jail** not exceeding one year or imprisonment pursuant to **subdivision** (h) of Section 1170.

Cal. Penal Code section 245(a)(1) assault with a deadly weapon:

Any person who commits an assault upon the person of another with a deadly weapon or instrument other than a firearm shall be punished by imprisonment in the **state prison** for two, three, or four years, **or** in a **county jail** for not exceeding one year...

Example: wobblers



Cal. Penal Code section 487 grand theft, section 489(c)(1):

Grand theft is punishable ... by imprisonment in a **county jail** not exceeding one year, **or** pursuant to subdivision **(h) of Section 1170.**

Cal. Vehicle Code section 10851(a) auto theft:

Any person who drives or takes a vehicle not his or her own, without the consent of the owner ... shall be punished by imprisonment in a **county jail** for not more than one year or pursuant to subdivision **(h) of Section 1170** ...



When a felony jail sentence is a wobbler, a judge can reduce it to a misdemeanor at any time.

- The judge can reduce and dismiss a felony in the same petition
- The judge considers whether reducing a wobbler felony to a misdemeanor is in the interests of justice (discretionary)



Proposition 47 <u>requires</u> reducing a felony to a misdemeanor when the conviction is for:



(1) These three drug possession offenses: Health & Safety Code sections:

11350: possession of cocaine and other narcotics

11357: possession of concentrated cannabis (also look at Prop 64)

11377: possession of methamphetamines and other controlled substances

PC 1170.18 and other sections

Prop 47 allows sentences for the above offenses to remain as felonies if the person has a previous conviction for crimes such as rape, murder, or child molestation, or is required to register as a sex offender per PC 290(c).

Proposition 47 <u>requires</u> reducing a felony to a misdemeanor when the conviction is for:

- (2) theft offenses when \$950 or less is involved in:
 - commercial burglary during business hours (PC 459)
 - o theft (PC 487, 488) and petty theft with a prior (PC 666)
 - receiving stolen property (PC 496(a))
 - o forging/writing bad checks (PC 473, PC 476a)

Re 476a: unless the person has 3 or more prior convictions for forgery or insufficient funds checks

Re 473: unless the person is also convicted in the same case of identity theft (PC 530.5)

Prop 47 allows sentences for the above offenses to remain as felonies if the person has a previous conviction for crimes such as rape, murder, or child molestation, or is required to register as a sex offender per PC 290(c).



Prop 64: marijuana-related expungement and reduction of felonies

Prop 64 can improve records for many marijuana-related offenses (reduce some felonies, seal some convictions) if the conviction was for violation of Health and Safety code section:

- 11357 (possession)
- 11358 (cultivation)
- 11359 (possession with intent to sell) or
- 11360 (transportation, sales)



Different rules apply if people under age 21 are involved or present, if offense occurred on school or daycare.

Prop 64: marijuana-related expungement and reduction of felonies

These should already be reduced:

State law required automatic dismissal of most marijuana convictions and reduction of most marijuana felonies.

In Santa Clara County, the DA's office cleared thousands of marijuana-related cases listed in county records in April 2020.

HS 11361.9

Summary of felony reduction rules

			Can / Must
Law	Applies to	Type of case	be reduced
17b	jail felonies only	wobbler = current sentencing language is to jail OR prison or to jail OR 1170(h)	can to:
P 47	jail + 1170(h) + prison	drug possession theft-related \$950 or less	must
P 64	jail + 1170(h) + prison	marijuana-related (including sales)	must

Now some practice!

Following are some felony convictions.

Assume that all offenses involved people who were over the age of 21 and not on school grounds (matters for Prop 64)

Decide what law applies, if any:

17b, Prop 47 or Prop 64

Then decide whether the conviction can be reduced, must be reduced or can't be reduced.

<u>Is reduction of Mr. A's convictions</u> <u>Mandatory, Discretionary or Ineligible?</u>

Incarceration:	jail, 1170(h),		Can / Must / Can't
	or prison	Law	be reduced
Auto theft VC 10851	jail	17b P 47 P 64	Can Must Can't
Possess meth HS 11377	prison	17b P47 P64	Can Must Can't
Assault with deadly weapon F	jail PC 245	17b P 47 P 64	Can Must Can't
Assault with deadly weapon	prison PC 245	17b P47 P64	Can Must Can't

<u>Is reduction of Ms. B's convictions</u> <u>Mandatory, Discretionary or Ineligible?</u>

Incarceration: jail, 1170(h), Can / Must / Can't or prison Law be reduced

Grand theft jail 17b P47 P 64 Can Must Can't (\$450) PC 487

Sale of prison 17b P 47 P 64 Can Must Can't marijuana (adults involved, not at school or daycare)
HS 11359

Possess jail 17b P 47 P 64 Can Must Can't marijuana HS 11379 (adults involved, not at school or daycare)

Reducing misdemeanors to infractions

Some misdemeanors can be reduced to infractions

Examples:

PC 415: disturbing the peace

Bus & Prof C 25658(b): minor buying or drinking alcohol in public

VC 23109(c): speed contests on highway

VC 5201.1: obscured license plate

VC 12500: driving without a license

VC 14601.1: driving with a suspended license

PC 17(d), 19.6, 19.8

- ☑ Expungements = Dismissals of convictions (jail, AB 109, prison)
- Reducing felonies to misdemeanors ("wobblers," Prop 47, Prop 64)
- ☐ Sealing and Vacatur

(drug diversions, juvenile offenses, convictions resulting from being trafficked)

☐ Other record clearing laws

(Certificates of Rehabilitation, Relief from 290 registration, automatic dismissals)



<u>Sealing</u>

Once a case is sealed, no conviction exists and there is nothing to dismiss.

Upon successful completion of a deferred entry of judgment [drug diversion] program, the arrest upon which the judgment was deferred shall be **deemed to have never occurred**.

The defendant may indicate in response to any question concerning his or her prior criminal record that he or she was **not arrested or granted deferred entry of judgment** for the offense, except [in employment applications for peace officer].

There is similar language for other types of cases where record sealing is allowed.

<u>Sealing</u>

Limited types of records may be sealed:

- successful drug diversions
 - Prop 36 or Deferred Entry of Judgment ("DEJ")

PC 1210.1

PC 1000.4

successful mental health diversions

PC 1001.35-.36

many juvenile offenses

Welf. & Inst. C 781, 786

arrests not leading to conviction or factual innocence

PC 851.87-.92, 1000.4, 1001.9, 1005

PC 851.8

Vacatur of most offenses committed as a result of trafficking / DV / sexual violence

A person subject to human trafficking or intimate partner violence or sexual violence can have conviction records destroyed if:

- Crime was direct result of being trafficked, DV, sexual violence
- Destroying records is "in the interests of justice"

Exceptions: among convictions that cannot be dismissed are robbery, first degree burglary, carjacking and more serious offenses such as rape, murder, arson, kidnapping and other felonies listed in PC 667.5(c)

- ☑ Expungements = Dismissals of convictions (jail, AB 109, prison)
- Reducing felonies to misdemeanors ("wobblers," Prop 47, Prop 64)
- ☑ Sealing and Vacatur

(drug diversions, juvenile offenses, convictions resulting from being trafficked)

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Certificates of Rehabilitation

Certificates of Rehabilitation (COR)

A COR is a judge's "certification" that a person has been rehabilitated

Expunge all eligible convictions *before* applying for Certificate of Rehabilitation

A COR provides the evidence of the rehabilitation helpful for many professional licenses

Certificates of Rehabilitation: Requirements

- ☐ Residence requirements
 - must have lived in California for five years immediately before filing,

and

- ☐ Time requirements
 - starting with either the
 - last release from last custody, or
 - last conviction not resulting in custody sentence (whichever is later)
 - person must have no new convictions for 7 years (for most offenses)

Judge can shorten the 7 years if it is "in the interests of justice" to do so

Change in registration requirements for most sex offenses

Starting in July 2021, most people who had to register as sex offenders could ask the court to end their registration.

Three levels ("tiers") of registrants:

Tier 1: can ask to be removed after registering for 10 years*

Tier 2: can ask to be removed after registering for 20 years*

Tier 3: continues lifetime registration requirement

* Time spent incarcerated does not count for the required years; time is added for convictions for failure to register

For most people who meet the time requirements, "the petition for termination [of registration] shall be granted..."

Automatic dismissals

Automatic dismissal of convictions for

- convictions (including felonies) with probation when person has no probation violations or new convictions, and
- misdemeanor and infraction convictions without probation where the person went for one year with no new convictions

Will automatically be expunged – no application needed

Person must not be serving time; not under supervision, probation, or parole; not charged with any offense and not required to register per 290.

Automatic dismissals

Automatic dismissal of convictions for

 Starting July 1, 2024, if four years pass after a person completes their sentence for a felony and the person is not convicted of a new felony in those four years, DOJ must dismiss the conviction

Excluded are convictions under PC 1192.7(c) ("serious") or PC 667.6(c) ("violent") or registerable sex offenses

Will automatically be expunged – no application needed

Person must not be serving time; not under supervision, probation, or parole; not charged with any offense and not required to register per 290.

Automatic removal of arrests

Automatic removal of arrests if found not guilty or DA does not prosecute after:

- one year for misdemeanors,
- three years for felonies, or
- successful completion of diversion.

No application needed.

Exception: felony arrests where sentencing information includes state prison are not automatically removed.

Removing the arrest is like sealing = deemed not to have occurred

Exceptions: applications for peace officer, law enforcement agency or court records, firearms, holding office, some Health & Safety code sections

<u>Automatic dismissals</u>

Disclosure prohibited of removed arrests and dismissed convictions

neither courts nor the state Dept of Justice can report dismissed convictions or removed arrests

Applies both to automatic dismissals and petitions

Exceptions: The following can see dismissed cases:

courts and criminal justice agencies

In-Home Supportive Services and Waiver Personal Care Services

K-12 educational institutions and Commission on Teacher Credentialing (licensing board)

firearms, holding office, some Health & Safety code sections plus other sections

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Apply in the county where the conviction took place

File a separate petition for each case number

One case may have several "counts" ("charges"); once the one case is dismissed, all the counts are dismissed

Two ways to apply for expungement:

• filing a form

no court appearance fill out application form

going to court
 court appearance required
 prepare a petition

Filing a form (no court appearance)



Useful for mandatory dismissals (court must dismiss a conviction)

- When person successfully completed probation
- If didn't get probation, when person did not have a new conviction in the following year

In Santa Clara County, you can use an easy form from the Probation Department. (There is no fee.)

https://probation.sccgov.org/adult-services/record-clearance

Other counties (not Santa Clara):

California has "Judicial Council" forms to file for expungements: forms CR-180 and CR-181

www.courts.ca.gov/forms.htm - drop down menu: "criminal"

There is no fee in any county.

AB 134, effective 7.10.23

Send to the court clerk's office in the county where the conviction took place.

Keep a copy.

ATTORNEY OR PARTY WIT	HOUT ATTORNEY:	STATE BAR NO.:			FOR COURT USE ONLY
RM NAME:					
TREET ADDRESS					
OTY:		STATE: ZIP CODE			
ELEPHONE NO.:		FAX NO.:			
E-MAIL ADDRESS:					
ATTORNEY FOR (name):					
PEOPLE OF THE ST	ATE OF CALIFOR	:NIA		†	
	V.				
DEFENDANT:		DATE OF BIRTH	E .	CASE NUMBER:	
		ION FOR DISMISSAL		DATE:	FOR COURT USE ONLY
(Pen. Code,	§§ 17(b), 17(d)(?), 1203.4, 1203.4a, 1203.41, 1203.4	3, 1203.49)	TIME:	
				DEPARTM	ENT:
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		misdemeanor, or infraction): misdemeanor Code, § 17(b)			infraction under Penal Code, § 17(d)(2) (yes or no)
	1		1		
If additional spa	ce is needed for	listing offenses, use Attachment to J	ludicial Council Fo	orm (form MC-	025).
Felony or Probation was g sentence for an (check all that a a. has ful b. has be c. should	misdemeanor granted on the te y offense, nor or pply): filled the condition en discharged from the granted relie erests of justice.	with probation granted (Pen. Code rms and conditions stated in the doo probation for any offense, nor unde uns of probation for the entire period om probation prior to the termination if in the interests of justice. (Please n You may complete and attach the At	e, § 1203.4) ket of the above-e r charge of commit thereof. of the period thereofe: You must exp	entitled court; t ission of any o reof. plain why gran	he petitioner is not serving a rime, and the petitioner ting a dismissal would be in
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Probation was complied with the into th	misdemeanor granted on the te y offense, nor or pply): filled the condition end discharged from the granted relie erests of justice. anor or infraction to granted; more sentence of the cettioner (check ed be granted relie erests of justice.	with probation granted (Pen. Code rms and conditions stated in the doc probation for any offense, nor unde probation for the entire period om probation prior to the termination if in the interests of justice. (Please na You may complete and attach the Att on with sentence other than probate than one year has elapsed since the e court and is not serving a sentence one): It upright life since pronouncement of if in the interests of justice. (Please na	thereof. of the period thereof. tion (Pen. Code, e date of pronoun for any offense of judgment and coote: You must exp	reof. blain why gran form MC-0. \$ 1203.4a) noement of jud or under charg informed to an blain why gran	he petitioner is not serving a rime, and the petitioner time, and the petitioner ting a diamissal would be in 31) or submit other relevant gment. Petitioner has e of commission of any dobeyed the laws of the land.

Preparing a petition for a court hearing:

For **discretionary** dismissals when:

- Did not successfully complete probation
- Had new conviction within one year of non-probation case

- Seek to reduce a wobbler felony to a misdemeanor
- Seek to dismiss a AB 109 (realignment) or 1203.41 prison case
- Seek to terminate probation early

The petition shows the judge that "the interests of justice" support dismissing the conviction by:

 a Declaration (sworn, personal statement showing that "that was then, this is now"), and



- supporting documents
 - letters of support
 - certificates of accomplishment
 - other evidence of moving forward and giving back

Employment rights of people with criminal convictions



"Ban the Box" on most job applications in California

"Ban the Box": most employers in California with more than 5 employees may not ask applicants about criminal histories on employment applications or initial interviews.



They must wait until after "a conditional offer of employment" before asking about criminal history

Exceptions: Employers can ask on the application form about conviction history if

- the agency is required to do a background check
- the position is with a criminal justice agency
- farm labor contractors

"Ban the Box" on most job applications in California

If an employer withdraws a job offer based on conviction history, they must

- do so in writing
- state what disqualifies the applicant
- provide a copy of criminal history report
- give applicant five days to respond
- consider any response
- provide notice of final decision and
- advise of right to file a complaint with:

California Civil Rights Department (formerly Department of Fair Employment and Housing) https://calcivilrights.ca.gov/fair-chance-act/



Gov't Code 12952(a)

"Ban the Box" on most job applications in California

Applicants have three years from the violation to file a complaint

In their response to an employer's proposed withdrawal of a job offer, applicants can explain

- circumstances of conviction history, and
- why individual is good fit for position



Employers must make an individualized assessment of each applicant, considering:

- The nature and gravity of the offense or conduct;
- The time that has passed since the offense, conduct and/or completion of the sentence; and
- The nature of the job held or sought.

Arrests that did not lead to a conviction and diversion programs cannot be considered as reasons to deny employment for almost any job.

Different employers can see different information: private employers

Private employers do not have access to state computer files

Examples: Target, Cisco, Safeway cannot see rap sheets

Private employers usually buy background check reports

In California, background check companies are not *supposed to* report:

- past arrests, or
- convictions that are older than 7 years

Background check companies

Applicants must give permission for employers to order a background check report.

Employers must offer the applicant a copy of the report.

Cal. Civil Code 1786.26(b)(1), Cal. Civil Code 1786.16(a)(2), (b) and 15 USC 1681j

Getting a copy of the report allows people to know what is on their report.

Mistakes on background reports are common

People who are the subject of an unlawful report can sue for \$10,000

Cal. Civil Code 1786.50

Expunged convictions shielded

Most California employers cannot <u>ask about</u> or <u>consider</u> expunged convictions in employment decisions

No employer, whether a public agency or private individual or corporation, shall ask an applicant for employment to disclose, through any written form or verbally, information . . . concerning a conviction that has been judicially dismissed or ordered sealed...

or utilize, as a factor in determining any condition of employment including hiring, promotion, termination, or any apprenticeship training program or any other training program leading to employment, any record ... concerning a conviction that has been judicially dismissed or ordered sealed ...

Referring to PC sections 1203.4, 1203.4a, 1203.45 and 1210.1.

When California employers can consider expunged convictions

Exceptions to Labor Code section 432.7: employers can consider dismissed convictions in the following circumstances:

- peace officers §§ (b), (e)
- health facilities § (f)
- PC § 290-related arrests for positions with regular access to patients
- HS § 11590-related arrests for positions with access to medication
- concessionaires [selling or contracting] with government § § (k), (I)
 though keep in mind new § 432.9 Ban the Box re government employment
- employer required by law to obtain conviction information § (m)
- position requires possession/use of firearm in employment § (m)
- conviction bars applicant from holding position, notwithstanding dismissal § (m)
- employer is prohibited from employing applicant with conviction § (m)

Different employers can see different information

Once a conviction is dismissed ("expunged"), it remains on a rap sheet, with a notation that the conviction was dismissed.

Rap sheets are highly private documents. The law limits who is permitted to see them.

Government employers, law enforcement and the courts can see full record, including expunged convictions

Banking and hospitals / medical facilities have greater access than private employers

Different employers can see different information: Licensing boards

<u>Different licensing boards</u> can see different things

Examples: Real estate agents, Security guards, Accountants

People with convictions can present evidence to persuade licensing boards to give permission to work by showing rehabilitation, including

- Time passed since last conviction
- Expungement of conviction(s)
- Letters of support
- Whether convictions are "substantially related" to license desired

Different employers can see different information: Licensing boards

Most boards regulated by the Dept of Consumer Affairs cannot deny a license to someone based on:

- Convictions that have been dismissed (expunged)
- Most criminal convictions older than 7 years

 Exceptions: "serious" felony, many sex offenses, some felony financial crimes
- Arrests, diversions, sealed records

If the conviction is within the last 7 years, or is "serious" older felony, the board cannot deny someone a license unless the conviction is "substantially related" to license desired

Most boards are not supposed to ask people applying for a professional license about criminal history. The boards can run a LiveScan check; the Dept of Justice will report results.

Different employers can see different information: Licensing boards

Expungement and Certificates of Rehabilitation can be useful. Current law still protects people with convictions and rehabilitation.

[A] person shall not be denied a license on the basis of a conviction ... that has been dismissed...

Business & Professions Code 480(c), revised language from AB 2138 effective 2020

[A] person shall not be denied a license on the basis that he or she has been convicted of a crime ... if he or she has obtained a certificate of rehabilitation ... or has made a showing of rehabilitation ...

Business & Professions Code 480(b), revised language from AB 2138 effective 2020

Different employers can see different information: Caregivers

Employers in the care-giving fields must request criminal history reports of job applicants

Examples: Child care workers

Disabled people's assistants

Elder care workers

- the California Department of Social Services will notify the employer if applicant has a conviction
- caregivers with a criminal record can ask the Department of Social Services for an 'exemption' to be eligible to work

PC §11105.3; Exemption process outlined at California Department of Social Services http://ccld.ca.gov/PG404.htm.

New legislation speeds approval of exemptions. AB 1720 (effective 1.1.23)

Answering questions on a job application

Keep in mind: An employer can use an employee's <u>false</u> <u>statements on a job application</u> as a legal reason to not hire or to fire someone, even after years of work

Learn what is actually on a record:

many people are unaware of what is on their record

Read the application question carefully

Does it ask about <u>current convictions only?</u>

Does it ask about <u>felonies only</u>?

Does it ask about <u>recent</u> convictions only?

Does it ask about ever having been convicted of a crime?

Some additional resources:

Employment:

- (in San José) Alexander Community Law Center workers' rihttp://law.scu.edu/kgaclc/#services (408) 288-7030
- Legal Aid at Work: https://legalaidatwork.org/self-help-library/
- National Employment Law Project: www.nelp.org
- National H.I.R.E. network: www.reentry.net

Government agencies for complaints regarding employment violations:

- Calif. Civil Rights Department: calcivilrights.ca.gov https://calcivilrights.ca.gov/fair-chance-act/
- Equal Employment Opportunity Commission: eeoc.gov
 https://www.eeoc.gov/laws/guidance/enforcement-guidance-consideration-arrest-and-conviction-records-employment-decisions

General:

- All of Us or None: www.allofusornone.org
- Collateral Consequences Resource Center: www.ccresourcecenter.org
- Clean Slate Clearinghouse: www.cleanslate.csgjusticecenter.org
- Californians for Safety and Justice: www.safeandjust.org/resources
- Root and Rebound: www.rootandrebound.org





RCP website: www.sjsu.edu/rcp



Email the SJSU Record Clearance Project at expunge@sjsu.edu