

Flagger Force Talking Points

HB0360



Good afternoon, Chair Bartlett and Members of the Committee, my name is Andrea Grimm, and I am a Workforce Development Specialist at Flagger Force.

- Flagger Force is a leading short-term traffic control company, providing services throughout the eastern United States. We are proud to employ 380 and growing Marylanders – including individuals with criminal records. We work to keep our communities moving, not only by directing the flow of traffic for our clients but also through job creation and career development within the communities in which they live.
- We cannot overstate the effects of fair chance hiring and the access to opportunities it leads to for those with criminal records. Research shows that recidivism rates drop from 52% without sustained employment to 16% among individuals who secure and maintain employment.
- Today I'm here to ask you to consider automating the record sealing process. Clean Slate will open up employment opportunities for individuals who have earned a second chance. For Flagger Force, the Clean Slate initiative facilitates the employment of more individuals in Maryland, thereby expanding workforce participation and strengthening community reintegration efforts.
- I have observed the difference that a good job can make in someone's life. As advocates for fair chance hiring, Flagger Force believes all people deserve the dignity of work, regardless of their past mistakes.
- By breaking down barriers and providing opportunities for justice-impacted individuals, Flagger Force is not only transforming lives but it's also building stronger, more resilient communities for the future.

Thank you for your time, and I respectfully ask you to consider a favorable report of the bill.