



April 1, 2025

Co-chairs Novotny, Moller, and members of the committee,

On behalf of SEIU Local 26, which represents thousands of janitors, security officers, airport workers, and other essential employees across Minnesota, I am writing to express concerns regarding HF2825. This legislation would undermine the purpose of expungement and the opportunity for individuals to move forward after meeting the necessary legal criteria.

Expungement serves as a vital tool in allowing individuals who have demonstrated rehabilitation to reintegrate into society without the lasting impact of past mistakes. It is a carefully considered legal process, and when an expungement order is granted, it reflects a commitment to both second chances and public safety.

It is also important to recognize that Minnesota law already requires background checks for employment in sensitive fields, such as in the security industry. Additionally, companies already conduct background checks through the Bureau of Criminal Apprehension (BCA) and the FBI. The updated FBI background checks, which use fingerprints, return results within days and provide information beyond Minnesota, covering records from other states. Given these existing safeguards, this legislation may not be necessary and could create additional barriers for those who have already demonstrated rehabilitation.

By allowing expunged records to be accessed for employment and licensing decisions without a court order, this proposal could make it more difficult for individuals to secure stable jobs and contribute positively to their communities.

Rather than introducing new exceptions to expungement, we should continue to trust the legal framework that already balances public safety with the opportunity for a fresh start.

For these reasons, we urge you to oppose this legislation.

Thank you for your time and consideration.

Sincerely,

Samantha N. Diaz
Political Director
SEIU – Local 26