

**MidPenn Legal Services Offices:**

**ADAMS COUNTY**

Gettysburg (717) 334-7624

**BEDFORD COUNTY**

Bedford (814) 623-6189

**BERKS COUNTY**

Reading (610) 376-8656

**BLAIR COUNTY**

Altoona (814) 943-8139

**CENTRE/HUNTINGDON CNTY**

State College (814) 238-4958

**CLEARFIELD COUNTY**

Clearfield (814)765-9646

**CUMBERLAND COUNTY**

Carlisle (717) 243-9400

**DAUPHIN/PERRY COUNTIES**

Harrisburg (717) 232-0581

**FRANKLIN/FULTON COUNTIES**

Chambersburg (717) 264-5354

**LANCASTER COUNTY**

Lancaster (717) 299-0971

**LEBANON COUNTY**

Lebanon (717) 274-2834

**MIFFLIN/JUNIATA COUNTIES**

Lewistown (717) 248-3099

**SCHUYLKILL COUNTY**


Pottsville (570) 628-3931

**YORK COUNTY**

York (717) 848-3605

MidPenn Legal Services provides free legal services to low-income individuals who have employment related problems.

MidPenn Legal Services is part of:

<b>STEP</b> 	<b>The Statewide Employment Project</b>
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This brochure contains general information and not specific legal advice. Although this information is believed to be accurate at the time of preparation, individual situations may require individual analysis, such that it may be advisable to consult with a lawyer. June 2010



# MidPenn Legal Services

## Are You Experiencing Employment Problems???



# LEGAL HELP FOR EMPLOYMENT PROBLEMS

**Knowing Your Rights Could Change Your Life!**



# EMPLOYMENT LAW ISSUES COVERED:

## Barriers to Employment

### ❖ Criminal Records

1. Correcting Inaccurate Records and Identify Theft Issues
2. Expungement of Arrest Records
3. Pardons
4. Legal Restrictions on Ex-Offenders
5. Employment Rights of Ex-Offenders

### ❖ Loss of Driver's License

1. Suspensions and Revocations
2. Occupational Limited Licenses
3. Payment of Motor Vehicle Judgments

## Job Preservation

### ❖ The Family & Medical Leave Act (FMLA)

### ❖ Expungement of Unsubstantiated Reports of Abuse to Children or Patients

## Getting/Preserving Income & Benefits

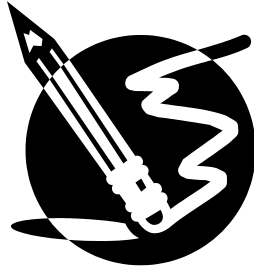
### ❖ Unemployment Compensation Benefits

### ❖ Wage Claims

### ❖ Pensions

### ❖ Employer-Provided Disability Benefits

## About Expungements



MPLS will focus efforts to assist clients in obtaining expungements and pardons as a way to facilitate their entrance back into the job market after their “debt to society” has been fulfilled.

### *What is an expungement?*

An expungement is a court order for state/local police to wipe out information from certain criminal records.

### *What kinds of records can be expunged?*

If you were found not guilty of criminal charges or charges against you were dropped for any reason, you should be able to get them expunged from your record.

### *Can convictions be expunged?*

Convictions generally cannot be expunged, except for summary convictions if you have been free of arrest or prosecution for at least five years. You still must apply for a pardon for misdemeanor or felony convictions, or if you are not eligible for an expungement for your summary conviction

### *How can I get a copy of my PA criminal record?*

You can get a copy of your record from the PA State Police by mailing the request form and money order or certified check for the \$10.00 fee, or by requesting online at <https://epatch.state.pa.us/Home.jsp>. You must have a credit card to request your record online.

## About Pardons

A MPLS attorney can discuss your options and determine whether an application for a pardon is appropriate for your situation.

### *What is a pardon?*

A pardon is an act by the Governor of PA that erases a conviction from your criminal record and is generally difficult to obtain.

### *Who can get a pardon?*

Anyone who has a record may apply for a pardon. The most common crimes to receive pardons are shoplifting and disorderly conduct. Typically, serious crimes are only pardoned if several decades have passed since the crime was committed.

### *How long is the process and what does it cost?*

The pardon process takes several years, but if it is successful, you can have a clean criminal record again. It will cost \$8 for an application, \$25 to file, \$10 to get your PA criminal record, and the cost of passport photos, copies of documents, and postage.

### *What factors does the Board of Pardons consider?*

The Board evaluates every application on a case-by-case basis to determine if a pardon is appropriate, but some factors that are frequently considered are: time elapsed since the crime, proof of positive changes and rehabilitation, successful completion of all court-imposed requirements like parole and fines, the reason for wanting the pardon, and the impact the pardon would have on the victims of the offense.