



### **Oregon Health Care Association supports HB 2228 A**

The Oregon Health Care Association supports HB 2228 A. This bill is an important next step in the years-long process of improving the criminal background check requirements for employees seeking employment with vulnerable communities.

HB 2228 A is a bipartisan bill from the Elder Abuse Task Force that would enhance the criminal background check process for employers and employees by establishing a voluntary “Rap Back” system. Individuals who are subject to background checks as a condition of employment would be permitted to **opt-in** to a Rap Back system and have their fingerprints retained and their criminal record updated in real time.

Currently, fingerprints are required to be destroyed after the criminal background check is performed and subsequent background checks must be performed to receive an update or when an employee transfers to another position or seeks a new job. This is burdensome for prospective employees, and expensive and time consuming for employers who serve vulnerable populations. By allowing the state to retain the fingerprints, the Department of Human Services and other agencies can notify employers in real time if there is a change to the employee’s arrest or conviction record.

Oregon would be the first state to implement a Rap Back program that is voluntary rather than mandatory, protecting the privacy rights of employees by allowing them to opt-in or out.

**By strengthening and modernizing the background check processes, HB 2228 A will make critical improvements to efficiency in state government, allowing providers to better protect vulnerable Oregonians. The voluntary Rap Back system improves safety and saves employers, employees and the state time and money by eliminating the need for repeated and redundant background checks. The Oregon Health Care Association urges your support of this bill.**