

**Seventy-Eighth Oregon Legislative Assembly - 2015 Regular Session**  
**STAFF MEASURE SUMMARY**  
**Senate Committee On Workforce**

**MEASURE: SB 185 A**  
**CARRIER: Sen. Knopp**

**Fiscal:** Has minimal fiscal impact

**Revenue:** No Revenue Impact

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**Action Date:** 02/25/15

**Action:** Do Pass With Amendments. (Printed A-Eng.)

**Meeting Dates:** 02/18, 02/25

**Vote:**

Yeas: 5 - Dembrow, Gelser, Knopp, Rosenbaum, Thatcher

**Prepared By:** Matthew Germer, Committee Administrator

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**WHAT THE MEASURE DOES:**

Creates unlawful employment practice if employers require employees or applicants establish or maintain social media accounts. Prohibits employer from requiring employee or applicant to authorize the employer to advertise on their personal social media accounts. Defines “personal social media account” and “social media.”

**ISSUES DISCUSSED:**

- Purpose of employer requirement to have social media account
- Employer advertising on social media

**EFFECT OF COMMITTEE AMENDMENT:**

Defines “personal social media account” and “social media.”

**BACKGROUND:**

National media sources have reported instances in which employers pressured employees or job applicants to provide access to their social media accounts or to add the employer to social media contacts as a condition of employment. Employees and applicants may fear retribution if they do not comply with the request. In response, in 2013 the Governor signed into law House Bill 2654-B prohibiting employers from requiring or requesting access to employees’ or applicants’ social media accounts.

Nevertheless, current Oregon law does not prohibit employers from requiring employees to establish or maintain social media accounts as a condition of employment. Further, Oregon law does not prohibit employers from requiring employees to advertise or promote the employer or its products through their personal social media accounts.

Senate Bill 185-A prohibits employers from requiring employees and applicants to establish or maintain social media accounts as a condition of employment. The measure also prohibits an employer from requiring employees or applicants to authorize the employer to advertise on their personal social media accounts.