



**International
Health, Racquet &
Sportsclub Association**

Senator Kathleen Taylor
Chair, Senate Committee on Workforce
900 Court Street NE
Salem, Oregon 97301

January 30, 2019

RE: Senate Bill 284 Makes it unlawful employment practice for employer to collect biometric data from employees. Requires Commissioner of Bureau of Labor and Industries to establish rules regarding biometric data collected by employer before effective date of Act

Dear Members of the Senate Workforce Committee:

My name is Jeff Perkins. I am Assistant Vice President of Government Relations for the International Health, Racquet & Sportsclub Association (IHRSA), the leader in education, research and advocacy for the health and fitness industry, representing health clubs and fitness businesses worldwide. I am writing to express concern with Senate Bill 284.

Senate bill 284 would make it illegal for employers in Oregon to collect biometric data from employees. One problem with a total ban, is that the use of biometric data has become commonplace. A majority of companies, 62 percent according to a recent survey used biometric authentication technology in 2018.¹ This number is expected to rise to 88 percent come 2020.² The most common technology is fingerprint scans, used for security purposes to control access to company laptops, smartphones and tablets.

¹ Spiceworks Biometric Study:
<https://www.spiceworks.com/press/releases/spiceworks-study-reveals-nearly-90-percent-businesses-will-use-biometric-authentication-technology-2020/>

² Id.



**International
Health, Racquet &
Sportsclub Association**

The shift to the use of biometric authentication technology is really a tale of companies trying to secure their customer, client and employee data from hacking and theft. The number of reported data breaches has been steadily rising over the past several years³ as has the resulting cost to a company or individual suffering a data breach.⁴ The reality is that simple password protections are increasingly proving to be weak and ineffective ways of securing sensitive data. Using biometric technology in place of, or in many cases in conjunction with, passwords, PIN codes and other older security methods, reduces the risk of a security breach.

IHRSA supports legislation that protects individuals, companies and employees' privacy while ensuring the continued development and use of technological innovation that enhances the consumer experience and club management. We are concerned that SB 284's total ban on the use of biometrics by employers, would make consumer and employee data less secure and exposed to a greater risk of loss or compromise by hacking. As a result, IHRSA opposes SB 284 in its current form.

If I can provide you with any additional information on this matter or about the fitness industry in Oregon, please do not hesitate to contact me, at jdp@ihrsa.org, or by calling IHRSA at (617) 951-0055.

Sincerely,

Jeff Perkins
Assistant Vice President of Government Relations

³ How the number of data breaches is soaring:

<https://www.marketwatch.com/story/how-the-number-of-data-breaches-is-soaring-in-one-chart-2018-02-26>

⁴ Cost of a Data Breach:

https://www.ibm.com/security/data-breach?cm_mmc=Search_Google-_-Security_Optimize+the+Security+Program-_-WW_NA-_-+breach++security_Broad_-&cm_mmca2=10000253&cm_mmca7=9001862&cm_mmca8=kwd-295901324339&cm_mmca9=_k_EAlalQobChMIIN61s4KX4AIVIIWzCh1NNwtZEAAYASABEgIY6vD_BwE_k_&cm_mmca10=253508236796&cm_mmca11=b&mkwid=_k_EAlalQobChMIIN61s4KX4AIVIIWzCh1NNwtZEAAYASABEgIY6vD_BwE_k_&cvo_src=ppc.google.&cvo_campaign=000000NJ&cvo_crid=253508236796&Matchtype=b&gclid=EAlalQobChMIIN61s4KX4AIVIIWzCh1NNwtZEAAYASABEgIY6vD_BwE