

## **SB 284 STAFF MEASURE SUMMARY**

### **Senate Committee On Workforce**

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**Sub-Referral To:** Senate Committee On Judiciary

**Meeting Dates:** 1/31, 3/14

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#### **WHAT THE MEASURE DOES:**

Makes it an unlawful employment practice for an employer to collect information capable of identifying employees through measurements of their biologic characteristics, such as retina scans and voiceprints. Requires the Commissioner of the Bureau of Labor and Industries (BOLI) to develop rules regarding the sharing, retention, and storage of any such information already collected.

#### **ISSUES DISCUSSED:**

- Ownership and privacy of bodily measurements
- Model legislation in other states
- Absence of regulation

#### **EFFECT OF AMENDMENT:**

No amendment.

#### **BACKGROUND:**

Oregon does not specifically regulate an employer's storage, sharing, and retention of biometric data collected from its employees. Employers must comply with confidentiality laws regarding information contained in medical files which may include biometric data. Federal and state laws proscribe how fingerprint data may be used and shared. But there exists no specific law applicable to an employer's collection of biometric data for use in workforce management. Senate Bill 284 makes it unlawful for an employer to collect any biometric data and requires BOLI to develop rules regarding the retention and sharing of any such data already collected.