



PCUN, ACLU, AFL-CIO, SEIU Urge a Yes Vote on SB 370 - Right to Know

Employers must keep record of all I-9 forms, a federal employment verification form, for current employees, and for a period of at least three years for former employees.

Immigration and Custom Enforcement (ICE) can begin an inspection process at any time but must provide employers with at least three business days notice prior to beginning an inspection process of all I-9 forms.

SB 370-2 establishes a uniform process that gives clear guidance to all employers on how to handle an I-9 audit. SB 370-2 requires all employers, regardless of sectors or size, to provide all employees, notice of an I-9 inspection within 3 business days of the employer's receipt of notice from ICE. Under this bill, BOLI must generate a template for notice that complies with this requirement of notification in English and in Oregon's top 5 non-English languages. I-9 audits are sensitive inspections. SB 370 would assure that employees from multiple linguistic backgrounds will be provided with information that will guide them through the process.

SB 370-2 provide transparency and privacy protection of employees. All employees should be notified when their private information will be reviewed by a government agency. By requiring employers to notify their employees from such audits, it gives employees ample time to update their information, if needed, in order to limit confusion for the employer and federal agents during the audit.

Finally, SB 370-2 is drafted in a manner that would allow community-based organizations and businesses to collaborate and better inform employees through the audit process.

SB 370-2 provides employers with a clear process and employees with their right to know when their information is being reviewed by a federal agency.

PCUN, ACLU, AFL-CIO, SEIU Urge you to Vote Yes on SB 370