

SB 284 STAFF MEASURE SUMMARY

Senate Committee On Workforce

Action Date: 03/14/19

Action: Without recommendation as to passage and be referred to Judiciary by prior reference.

Vote: 5-0-0-0

Yeas: 5 - Golden, Hansell, Knopp, Monnes Anderson, Taylor

Fiscal: Fiscal impact issued

Revenue: Revenue impact issued

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Meeting Dates: 1/31, 3/14

WHAT THE MEASURE DOES:

Makes it an unlawful employment practice for an employer to collect information that could be used to identify 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 body measurements
- Model legislation in other states
- How to protect information without stifling technological innovation

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

A patchwork of laws govern aspects of an employer's collection and use of biometric data. For example, employers must comply with federal confidentiality laws regarding information contained in medical files which may include biometric data. And federal and state laws proscribe how fingerprint data may be used and shared. But Oregon does not specifically regulate all aspects of an employer's storage, sharing, and retention of biometric data collected from its employees. Senate Bill 284 makes it unlawful for an employer to collect any biometric data from its employees and requires BOLI to develop rules regarding the retention and sharing of any such data already collected.