

**Enrolled**  
**Senate Bill 370**

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CHAPTER .....

AN ACT

Relating to federal inspections of records that employers use to verify the employment eligibility of an employee; and declaring an emergency.

**Be It Enacted by the People of the State of Oregon:**

**SECTION 1.** (1) As used in this section and section 2 of this 2019 Act, “employee” and “employer” have the meanings given those terms in ORS 652.210.

(2) Unless prohibited by federal law, an employer shall, within three business days of receiving a notice of an inspection from a federal agency compelling the employer to provide access to records of forms and any other documentation used by the employer to verify the identity and employment eligibility of the employees hired by the employer, notify the employer’s employees of the upcoming inspection.

(3) The employer shall notify employees of an upcoming inspection by:

(a) Posting a notice in a conspicuous and accessible location, in English and in the language the employer typically uses to communicate with the employees; and

(b) Making reasonable attempts to individually distribute notifications to employees in the employee’s preferred language.

(4) The notice shall include:

(a) A copy of the federal agency’s notice of inspection received by the employer;

(b) The date of the inspection;

(c) To the extent the employer knows, the scope of the federal agency’s inspection;

(d) The employer’s obligations with respect to providing information within the scope of the federal agency’s notice of inspection; and

(e) A telephone number, prescribed by the Bureau of Labor and Industries, for a hotline operated by an organization that provides information and advocacy related to immigrant and refugee workers’ rights.

**SECTION 2.** The Commissioner of the Bureau of Labor and Industries shall generate and make available on the Bureau of Labor and Industries website a template for a notice that employers may use to comply with the requirements of section 1 of this 2019 Act. The commissioner shall make the template available in English and in each of the five most widely used non-English languages in this state. The commissioner shall update the languages for which the templates are available every five years.

**SECTION 3.** (1) Section 2 of this 2019 Act becomes operative on January 1, 2020.

(2) The Bureau of Labor and Industries may take any action before the operative date specified in subsection (1) of this section that is necessary to enable the bureau to exercise, on and after the operative date specified in subsection (1) of this section, the duties of the bureau pursuant to section 2 of this 2019 Act.

**SECTION 4.** This 2019 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2019 Act takes effect on its passage.

**Passed by Senate April 15, 2019**

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Lori L. Brocker, Secretary of Senate

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Peter Courtney, President of Senate

**Passed by House May 28, 2019**

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Tina Kotek, Speaker of House

**Received by Governor:**

.....M.,....., 2019

**Approved:**

.....M.,....., 2019

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Kate Brown, Governor

**Filed in Office of Secretary of State:**

.....M.,....., 2019

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Bev Clarno, Secretary of State