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Measure Description:
Requires employer to provide notice to employees of upcoming inspection by federal agency of employer's records regarding identity and employment eligibility of employees within 72 hours of employer's receipt of notice of inspection from agency.

Government Unit(s) Affected:
Department of Administrative Services (DAS), Bureau of Labor and Industries (BOLI), Statewide

Summary of Fiscal Impact:
Costs related to the measure are anticipated to be minimal - See explanatory analysis.

Analysis:
SB 370 - 2 requires an employer to notify employees within three days of receiving a notice of an inspection from a federal agency that is requesting employee identity and employment eligibility records. Under this measure, employers must notify employees generally, individually and in the employee's preferred language. The bill further directs the Commissioner of the Bureau of Labor and Industries (BOLI) to create a notification template for employers.

BOLI will have additional costs related to this measure, but these costs are expected to be minimal. BOLI will need to develop a notification template for employers to post in the workplace and to distribute to employees in the event of an inspection. This document will also need to be translated into the five non-English languages most widely used in Oregon. BOLI anticipates that these documents will be available for download as PDFs from their website. Costs related to the development of a notification document can be absorbed by current agency resources.

Statewide, there is anticipated to be no or minimal fiscal impact to state agencies, and it is assumed that the requirements of this measure can be administrated by state agencies without additional resources.