



# Oregon

Tina Kotek, Governor

## Employment Department

875 Union Street NE

Salem, Oregon 97311

503-947-1394

employment.oregon.gov

January 30, 2025

The Honorable Representative Dacia Grayber, Chair  
The Honorable Representative Lucetta Elmer, Vice-Chair  
The Honorable Representative Lesly Muñoz, Vice-Chair  
House Labor and Workplace Standards Committee  
900 Court Street NE  
Salem, OR 97301

RE: Follow-up information for Public Hearing on House Bill (HB) 3022

Dear Chair Grayber, Vice-Chair Elmer, and Vice-Chair Muñoz,

Thank you for the opportunity to provide information about our information sharing bill, HB 3022, as well as HB 3021 and HB 3024, on Monday, January 27. During the public hearing about HB 3022, Chair Grayber asked a general question about 'controls over data privacy' and what the agency is doing to make sure the information being shared is 'retained within the state'. We shared that as far as the Paid Leave Oregon and Unemployment Insurance (UI) programs are concerned, we have controls in place throughout our system, Frances Online, to ensure our data is secure, and there are strict confidentiality laws regarding data privacy in place for both programs. While there are some slight variations, the confidentiality law for Paid Leave Oregon, [ORS 657B.400](#), is modeled after the law administered by the UI program, [ORS 657.665](#).

Since Oregon's UI program has to conform with federal law, the basis for Oregon's UI confidentiality law is federal law, [26 U.S. Code § 6103](#). We also administer Paid Leave Oregon data under the same requirements. More detail about the guidelines we follow to administer data for both programs is described in [IRS Publication 1075](#). These confidentiality laws ensure our data is shared with those who are legally authorized to get it, for the explicit purpose we are permitted to provide it, and with specific controls in place for how it can be shared. To ensure we are in compliance with state and federal requirements regarding the administration of this data, the Department is regularly audited by outside entities around our security and confidentiality practices.

Additionally, as with other state agencies, the Employment Department is required to follow the security protocol and standards established under the Oregon Consumer Information Protection Act under [ORS 646A.600 to 646A.628](#). Some key features required by the Act apply to the sharing of information with the Department by other state agencies (including the other state agencies named in HB 3022), including but not limited to:



The Oregon Employment Department is an equal opportunity agency.

- Protecting against unauthorized access to or use of personal information during or after the collection, transportation, and destruction or disposal of the information.
- Disposing of personal information after it is no longer needed for business purposes or as required by local, state, or federal law by burning, pulverizing, shredding, or modifying a physical record and by destroying electronic media so that the information cannot be read or reconstructed.

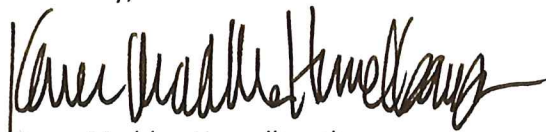
In terms of the sharing of information by other state agencies with the Department, several options exist for sending information securely, including but not limited to, web-based Secure Sockets Layer (SSL) applications. While all these options ensure data is encrypted while in transit, generally speaking, the Department tends to rely on SSL applications because they provide the highest level of security. To enhance the security of their data while it is in our environment, other agencies also have the option to encrypt their own data before it is sent.

Additionally, the Department has a data governance program which provides an accountability framework and establishes policies, procedures, and standards for the use of all data. Each area of the agency has a designated data steward who is responsible for ensuring compliance with federal and state regulations across the various applications. Data received from other agencies is also governed under the same standards as our own data by the data stewards.

Lastly, the Department maintains multiple applications which include the appropriate antivirus, firewall, and enterprise security-monitoring services. We also have dedicated IT professionals that monitor logs daily to detect intrusion efforts. The State of Oregon's network and the associated controls as provided by Enterprise Information Services (EIS) also reinforce the security of the Department's data. EIS's Cyber Security Services (CSS) provide monitoring and protection and our agency IT professionals follow the security guidance offered by EIS' CSS.

Above all else, the security of the data administered by the Employment Department is a priority for the agency as well as the protection of other agency data across the enterprise. We remain committed to safeguarding the data of Oregonians and protecting their privacy. We hope this information will help to address any concern raised by the Chair, members of the committee, and the public.

Sincerely,



Karen Madden Humelbaugh  
Paid Leave Oregon Director  
Oregon Employment Department



Lindsay Leahy  
Unemployment Insurance Director  
Oregon Employment Department