



**Testimony of Ricardo Lujan-Valerio, Policy Associate  
In Support of SB 370  
House Committee on Business and Labor  
May 6, 2019**

Chair Barker and Members of the Committee:

The American Civil Liberties Union of Oregon<sup>1</sup> supports SB 370, which would require an employer to notify their employees of an upcoming inspection regarding their identity and employment eligibility records, commonly known as an I-9 audit.

**Employees have the right to know when any government entity seeks to inspect their private information.** The federal government gives employers at least three days to prepare for an I-9 audit inspection. For some employers, informing their employees by posting a notice on a bulletin board commonly used in the work site is common practice; however, this is not required and it is often inaccessible to workers.

SB 370 would require that every employer in Oregon make a reasonable attempt to individually notify their employees of any I-9 audit. Furthermore, the notice will be provided in the language preferred by the employee which would increase accessibility.

**Employers and employees should be provided with information that will help them navigate an audit by the federal government.** Many businesses are often left without tools when faced with an I-9 audit. Some look to outside community organizations for guidance while others let the audit run its course without preparation. This can create unnecessary and unintended hardships for both employers and employees.

SB 370 would require Oregon's Bureau of Labor and Industries to provide a printable notice template in the top five languages used in the state for employers to use. This template will include the actual notice provided to employers and a community hotline that employees may use should they want to consult outside services in preparation of an audit.

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<sup>1</sup> The American Civil Liberties Union of Oregon (ACLU of Oregon) is a nonpartisan, nonprofit organization dedicated to preservation and enhancement of civil liberties and civil rights, with more than 45,000 members and supporters statewide.

**SB 370 is a common sense bill that would enhance communication between employers and employees when handling one's private information.** For these reasons, the ACLU of Oregon urges you to support SB 370. Please feel free to contact us if you have any questions, comments, or concerns.