



**Invitation for Comments on OIPC's Draft  
Employment Privacy Guidelines**

**June 15, 2004**

On January 1, 2004, the *Personal Information Protection Act* ("PIPA") came into force. PIPA regulates the collection, use and disclosure of personal information by provincially-regulated private sector organizations. PIPA, which contains special rules for collection, use and disclosure of employee personal information, has implications for private sector employers and employees in British Columbia.

As part of my mandate to inform the public about PIPA—and in response to enquiries from employers, employees and trade unions—I have decided to develop and publish guidelines for selected employment privacy issues. These guidelines, which are drawn from arbitral and human rights jurisprudence, are intended to illustrate how well-established employment law principles relating to workplace privacy may be applied in the context of PIPA. The topics we have selected are not intended to cover all employment privacy issues—they represent some of the more frequently-encountered issues. We hope, using these selected topics, to articulate principles in the guidelines that apply generally to privacy issues in the employment context.

I am seeking comments on our draft guidelines from stakeholders in the employment, labour relations, labour arbitration and privacy communities. We will revise the guidelines in light of this input and then post a final version on our website, along with the more general PIPA implementation tools and resources we have published.

The draft guidelines and accompanying discussion paper are attached with this letter in Adobe Acrobat format. The discussion paper gives an overview of the employment-related PIPA provisions and provides context for the guidelines. This paper will not form part of the published guidelines, although we may make it available separately on-line, again to provide background and context for the final guidelines.

I urge you to participate in this work by sending comments on the attached draft to the attention of my colleague, Errol Nadeau, at [info@oipc.bc.ca](mailto:info@oipc.bc.ca) or by mail or fax to the addresses below. The closing date for comments is August 31, 2004.

Thank you for your participation in this project. We look forward to your comments.

Sincerely,

David Loukidelis  
Information and Privacy Commissioner  
for British Columbia