

Contracting for Privacy: Handling Critical Contract Provisions Impacting Data

Sheila Jambekar Dayforce

Cynthia Cole Baker McKenzie

Welcome



Sheila Jambekar
Chief Privacy Officer
Dayforce



Cynthia Cole
Partner
Baker McKenzie

Considerations

- Overall context: vendor vs partner vs customer?
- What data is involved and what is the lifecycle for pertinent data?
- What is the purpose of the product or service? What are the goals and priorities in respect of the data? Do terms track with privacy notice/policy, internal policies, employment contracts, etc.?
- Will the product or service involve the processing of personal data?
- How will risk be allocated between parties?
- How will rights in data be allocated between parties?
- Are there commitments to other parties (e.g., internal policies, privacy notices) that may constrain use of product or service?

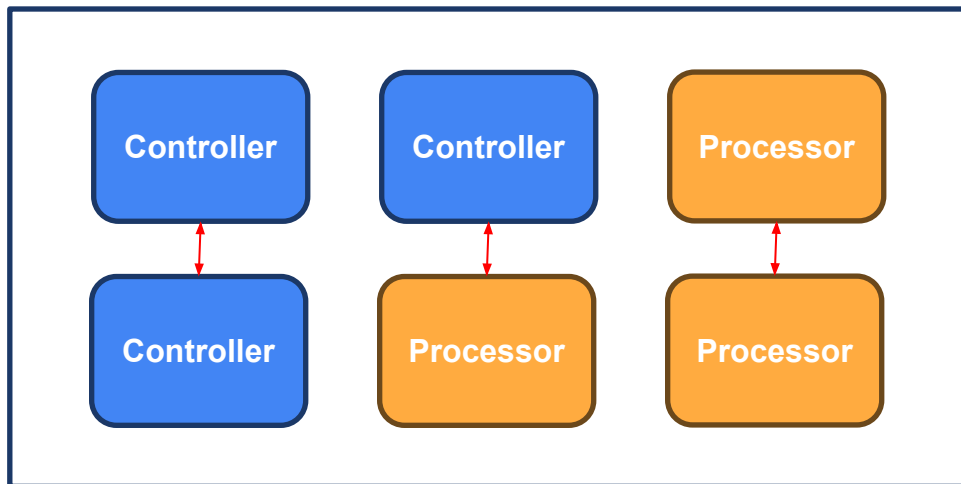


Key Terms & Defining Roles

Controller: the entity that determines the purpose and means of processing personal data (i.e., the customer)

Processor: the entity that processes personal data on behalf of the controller (can have sub-processors) (i.e., the vendor or supplier)

Consider roles even if not mandated (eg under GDPR, CCPA) – having this framework helps structure obligations under contract and can point you to templates so you don't need to develop from scratch



Key Provisions

Security Requirements /
Notification of Incidents

Processor / Controller Roles and
the Purpose of Processing

Subprocessing

Audit Rights

Order of Precedents

Cross Border Transfers

Liability and Indemnification

Data Subject Requests

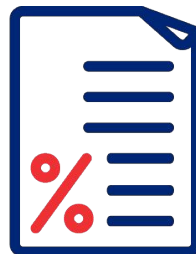
Structuring Vendor Agreements

Benefits and Drawbacks

of setting out data protection terms in a standalone DPA

- ✓ Focused review of data terms
- ✓ Flexibility
- ✓ Clarity
- ✓ Shareability
- Adds complexity
- Integration issues
- Potential for DPA to be overlooked or trivialized

Consider hybrid approaches



Vendor Agreement or MSA

Outlines the overarching commercial terms of the customer-supplier relationship



Data Processing Addendum (DPA)

Provides instructions on how personal data is to be processed and secured

Customer Perspective: Prioritizing

Must Haves

Nice to Have

Contracting for AI Products



- Use of personal data to train AI model?
- What data will be ingested by the AI?
- Some customers will be more sensitive than others
- Position in the digital supply chain

Tips & Tricks

- Cross train your procurement and commercial legal staff – to give them context to flowdown issues (i.e., obligations passed down to sub-processors)
- Customize required employee training (e.g., under CCPA) to your business and risk profile
- Data privacy laws are constantly changing –futureproof your agreements and don't assume that past contracts are up to date
- Don't be afraid to go back to vendors to renegotiate (e.g., if laws change) – they're probably used to it by now (or at least they should be!) – or include provisions to anticipate changes in laws and provide for good faith renegotiation
- Use existing frameworks and templates – even if they aren't required
- Consider how contract will work operationally – more isn't always better

Click to add text

Click to add text

UC Berkeley
Center for Law & Technology