

# House Bill 2485

Sponsored by Representatives ROSENBAUM, TOMEI; Representatives BEYER, DINGFELDER, D EDWARDS, GALIZIO, KRIEGER, NOLAN, OLSON, Senators BROWN, BURDICK, WALKER

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Expands purposes for which employee taking family leave may use paid sick leave.

## A BILL FOR AN ACT

1  
2 Relating to paid sick leave for employees taking family leave; creating new provisions; and amending  
3 ORS 659A.174.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** ORS 659A.174 is amended to read:

6 659A.174. (1) Except as provided in [*subsections (2) and (3)*] **subsection (2)** of this section, and  
7 unless otherwise provided by the terms of an agreement between the eligible employee and the  
8 covered employer, a collective bargaining agreement or an employer policy, family leave is not re-  
9 quired to be granted with pay.

10 (2) An employee [*on*] **taking** family leave is entitled to [*utilize*] **use any paid accrued sick leave**  
11 **or** any paid accrued vacation leave during the period of family leave, or to [*utilize*] **use** any other  
12 paid leave that is offered by the employer in lieu of vacation leave during the period of family leave.

13 [*(3) An employee taking family leave for the purpose specified in ORS 659A.159 (1)(a) is entitled*  
14 *to utilize any paid accrued sick leave in addition to paid leave that may be utilized under subsection*  
15 *(2) of this section.*]

16 [(4)] **(3)** Subject to the terms of any agreement between the eligible employee and the covered  
17 employer or the terms of a collective bargaining agreement, the employer may determine the par-  
18 ticular order in which accrued leave is to be used in circumstances in which more than one type  
19 of accrued leave is available to the employee.

20 [(5) *Except as provided by subsection (3) of this section, ORS 659A.150 to 659A.186 do not require*  
21 *an employer to provide or allow the use of any form of paid sick leave, paid medical leave or paid*  
22 *family leave in any situation in which the employer would not normally provide or allow use of paid*  
23 *sick leave, paid medical leave or paid family leave.*]

24 **SECTION 2.** The amendments to ORS 659A.174 by section 1 of this 2007 Act apply only  
25 to periods of family leave taken on or after the effective date of this 2007 Act.  
26

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.