

REVENUE: No revenue impact

FISCAL: Fiscal statement issued

Action:	Do Pass the A-Engrossed Measure
Vote:	4 - 0 - 1
Yeas:	George, Monnes Anderson, Prozanski, Rosenbaum
Nays:	0
Exc.:	Telfer
Prepared By:	Jeremy Sarant, Administrator
Meeting Dates:	5/11, 5/20

WHAT THE MEASURE DOES: Requires employer of 25 or more persons, during period of military conflict, to provide up to 14 days unpaid leave to employee who is a spouse of member of the armed forces, the national guard, or military reserve, prior to member being deployed or redeployed to active duty. Makes failure to grant leave, or discriminating against spouse, unlawful employment practice. Requires Bureau of Labor and Industries to enforce provisions of Act. Declares an emergency; effective upon passage.

ISSUES DISCUSSED:

- Incorporation of leave into current family leave law
- Whether family member other than a spouse would, or should be, entitled to leave
- Whether domestic partner is covered under the measure
- Whether leave should be measured in days or weeks

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: Between 300 and 500 Oregon National Guard (ORNG) citizen-soldiers return on a monthly basis from service in Iraq or Afghanistan. Estimates are that the majority of the ORNG force is married. Oregon law does not currently provide for leave from employment for military spouses to allow them to spend time with their serving spouse prior to deployment or redeployment.

In 2008, the Washington State Military Family Leave Act (RCW 49.77) that increased the amount of unpaid leave available to military families was signed into law. During periods of military conflict, employees are now entitled to up to 15 days of unpaid leave either before their active military spouse is deployed or while their spouse is on leave from deployment. The Washington law also increased the amount of unpaid leave time available to members of the Washington National Guard or Reserves from 15 days to 21 days. Oregon's version would provide 14 days unpaid leave to a half or a full-time employee who is a spouse of a citizen-soldier ordered to active duty.