

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action: Do Pass the A-Engrossed Measure and Be Referred to the Committee on Rules

Vote: 3 - 2 - 0

Yeas: Monnes Anderson, Prozanski, Rosenbaum

Nays: George, Telfer

Exc.: 0

Prepared By: Jeremy Sarant, Administrator

Meeting Dates: 5/20, 5/27

WHAT THE MEASURE DOES: Prohibits employer from requiring employee to use accrued vacation leave when taking family leave. Provides that employer may determine order in which accrued leave is to be used in circumstances where more than one type of accrued leave is available to employee, subject to collective bargaining agreement or other agreement between employer and employee, and the above prohibition against requiring employee to use accrued vacation leave. Requires employer to provide employee the employer's policy on taking family leave and on use of accrued vacation leave during period of family leave. Requires employee to communicate to employer, within a reasonable period of time prior to taking family leave, employee's intention to use accrued vacation in conjunction with family leave. Requires employee to comply with all existing notice requirements related to taking family leave.

ISSUES DISCUSSED:

- Provisions of the measure

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: State law provides that eligible employees of a covered employer may take up to 12 weeks of family leave within a one year period. ORS 659A.159 provides that family leave may be taken to care for an infant or newly adopted child under 18 years of age; to care for a family member with a serious health condition; to recover from or seek treatment for a serious health condition; or to care for a child of the employee that is suffering from an illness or injury that is not serious but requires home care.