

2009 Regular Legislative Session
FISCAL ANALYSIS OF PROPOSED LEGISLATION
Prepared by the Oregon Legislative Fiscal Office

MEASURE NUMBER: HB 2744 **STATUS:** A Engrossed
SUBJECT: Requires employers of 25 persons or more to provide spouses of a member of the Armed Forces of the United States with up to 14 days of unpaid leave when that member is called to active duty.
GOVERNMENT UNIT AFFECTED: Bureau of Labor and Industries
PREPARED BY: Robin LaMonte
REVIEWED BY: Steve Bender
DATE: April 15, 2009

	<u>2009-2011</u>	<u>2011-2013</u>
EXPENDITURES: See Analysis		

EFFECTIVE DATE: This bill has an emergency clause and is effective on passage

LOCAL GOVERNMENT MANDATE: This bill does not affect local governments' service levels or shared revenues sufficient to trigger Section 15, Article XI of the Oregon Constitution.

ANALYSIS: HB 2744 requires employers of 25 persons or more to provide the spouse of a person who is a member of the Armed Forces of the United States with up to 14 days of unpaid leave when that member is called to active duty. The bill makes failure to grant leave, or discrimination against an employee who exercises the right to this leave, an unlawful employment practice. The Bureau of Labor and Industries (BOLI) enforces the laws related to employment practices.

HB 2744 has a minimal indeterminate impact on the BOLI. BOLI will have some increase in workload, but is unable to identify the number of inquiries or new cases that might be filed under the provisions of this bill. BOLI estimates costs of approximately \$10,000 to prepare new administrative rules, for Attorney General review of the rules, and for updating its employer training materials.

There is no methodology to forecast the number of spouses that would take 14 days of unpaid leave under the provisions of the bill. State and county governments do not forecast any fiscal impact. However, there could be some impact on smaller cities and businesses, especially those with 24/7 staffing requirements or time-sensitive workload conditions.