

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action:	Do Pass as Amended and Be Printed Engrossed
Vote:	10 - 0 - 0
Yeas:	Garrett, Hicks, Nolan, Olson, Schaufler, Tomei, Wand, Whisnant, Barker, Krieger
Nays:	0
Exc.:	0
Prepared By:	Drew Johnston, Counsel
Meeting Dates:	3/2, 3/28

WHAT THE MEASURE DOES: Creates an unlawful employment practice if employer interrupts employee insurance when employee is scheduled for or attends jury service. Creates an unlawful employment practice if employer discharges, threatens to discharge, intimidates or coerces an employee by reason of employee's service or scheduled service as juror. Permits employee to bring civil claim or file a complaint with the Bureau of Labor and Industries in either case. Authorizes a court to assess a civil penalty in the amount of \$720 for a violation of the latter unlawful employment practice.

ISSUES DISCUSSED:

- Risk of losing work-related health insurance as a disincentive for jury service
- Depth and prevalence of issue
- Whether existing protections can safeguard jurors

EFFECT OF COMMITTEE AMENDMENT: Limits the scope of the bill to businesses with 10 or more employees. Specifies that employees may accept employer's coverage.

BACKGROUND: Currently, ORS 10.090 directs an aggrieved prospective juror or juror to serve or petition the district attorney with their complaint. The circuit court has the power to remedy employer violations through such tools as reinstatement of the employee with back pay. Unlawful employment practice is a designation that a particular action by an employer is prohibited and subject to civil liability.