

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action: Do Pass the A-Engrossed Measure
Vote: 5 - 0 - 0
Yeas: Bonamici, Dingfelder, Kruse, Whitsett, Prozanski
Nays: 0
Exc.: 0
Prepared By: Drew Johnston, Counsel
Meeting Dates: 5/2

WHAT THE MEASURE DOES: Creates an unlawful employment practice if employer interrupts employee elected 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. Applies to employers with 10 or more employees.

ISSUES DISCUSSED:

- Possibility that part-time employees may lose health insurance coverage if jury service keeps them from maintaining the hours needed to qualify

EFFECT OF COMMITTEE AMENDMENT: No amendment.

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 designates that a particular action by an employer is prohibited and subject to civil liability.