

REVENUE: No revenue impact

FISCAL: Fiscal statement issued

Action:	Do Pass as Amended and Be Printed Engrossed
Vote:	4 - 0 - 0
Yeas:	Monnes Anderson, Olsen, President Courtney, Boquist
Nays:	0
Exc.:	0
Prepared By:	Lori Brocker, Administrator
Meeting Dates:	3/2, 3/30, 4/13

WHAT THE MEASURE DOES: Requires employer to provide paid or unpaid time off for Veterans Day to employees who are veterans and who are otherwise required to work on Veterans Day. Requires notice and documentation from veteran making request. Requires notification to veteran from employer allowing or denying request. Provides exceptions for significant economic or operational disruption. Allows employer to deny time off based on determination of undue hardship. Allows employer to deny time off to all employees making request under certain circumstances. Provides employee replacement day with employer approval. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Impetus for measure
- Provisions of Iowa law
- Impact on employers
- Impact on small business owners
- Contribution of veterans to state
- Absence of punitive enforcement clause
- Amendments
- Honoring service of veterans

EFFECT OF COMMITTEE AMENDMENT: Replaces substantive provisions of measure.

BACKGROUND: Most Oregon veterans who are public employees currently receive Veterans Day as a holiday. In 2010, Iowa became the first state to pass a law requiring all employers to give veterans a paid or unpaid day off on Veterans Day. The Iowa law requires at least one month's notice from the veteran to the employer, documentation of veteran status, and allows exceptions for public health and safety or maintenance of minimum operational capacity.

Senate Bill 2A provides veterans the opportunity to receive a paid or unpaid day off in commemoration of Veterans Day.