

REVENUE: No revenue impact

FISCAL: Minimal fiscal impact, no statement issued

Action: Do Pass as Amended and Be Printed Engrossed

Vote: 5 - 0 - 1

Yeas: Atkinson, Burdick, Edwards, Girod, Beyer

Nays: 0

Exc.: Starr

Prepared By: Richard Berger, Administrator

Meeting Dates: 3/8, 4/12

WHAT THE MEASURE DOES: Allows employees of firms with at least 25 employees, to take family leave to deal with the death of family member. Limits period of leave due to the death of family member to two weeks. Requires that leave due to the death of family member be counted toward total period of authorized family leave.

ISSUES DISCUSSED:

- Burden on employers when employees take time off
- In effectiveness of employees while grieving
- Importance of grieving to mental health and well being
- Not adding to total allowable leave

EFFECT OF COMMITTEE AMENDMENT: Removes provision for additional six weeks of family leave allowed due to the death of family member with medical verification.

BACKGROUND: Senate Bill 506 A amends the Oregon Family Leave Act, which the Legislative Assembly enacted in 1995. The current statute requires employers of 25 or more employees to provide their workers with job-protected leave of up to twelve weeks to care for themselves or a family member in cases of illness, injury, childbirth, and adoption.