

# A-Engrossed Senate Bill 2

Ordered by the Senate April 27  
Including Senate Amendments dated April 27

Sponsored by Senator COURTNEY (at the request of Lucy Van Oort in memory of Steven Lippert)

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure.

Requires employer to provide paid or unpaid time off for Veterans Day to employees who are veterans. Provides exceptions.

Declares emergency, effective on passage.

## A BILL FOR AN ACT

1  
2 Relating to holidays; and declaring an emergency.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. (1) An employer shall provide an employee who is a veteran as defined in**  
5 **ORS 408.225 with paid or unpaid time off for Veterans Day if:**

6 (a) **The employee would otherwise be required to work on that day; and**

7 (b) **The employee provides the employer with:**

8 (A) **At least 21 calendar days' notice that the employee intends to take time off for Vet-**  
9 **erans Day; and**

10 (B) **Documents showing that the employee is a veteran as defined in ORS 408.225.**

11 (2) **If the employer determines that providing time off under subsection (1) of this section**  
12 **would cause the employer to experience significant economic or operational disruption, or**  
13 **undue hardship as described in ORS 659A.121, the employer is not required to comply with**  
14 **subsection (1) of this section.**

15 (3) **The employer shall, at least 14 calendar days before Veterans Day, notify the em-**  
16 **ployee whether the employee will be provided time off for Veterans Day and whether the**  
17 **time off will be paid or unpaid.**

18 (4) **If the employer determines that the employer cannot provide time off to all of the**  
19 **employees who requested time off under subsection (1) of this section, the employer shall:**

20 (a) **Deny time off to all employees who requested time off; or**

21 (b) **Deny time off to the minimum number of employees needed by the employer to avoid**  
22 **significant economic or operational disruption, or undue hardship as described in ORS**  
23 **659A.121.**

24 (5) **An employer shall allow an employee who is a veteran and who does not receive time**  
25 **off for Veterans Day to choose, with the employer's approval, a single day off within the year**  
26 **after the Veterans Day on which the employee worked as a replacement for Veterans Day**  
27 **to honor the employee's service.**

28 **SECTION 2. This 2011 Act being necessary for the immediate preservation of the public**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted.  
New sections are in **boldfaced** type.

1 **peace, health and safety, an emergency is declared to exist, and this 2011 Act takes effect**  
2 **on its passage.**

3

---