

Senate Bill 2

Sponsored by Senator COURTNEY

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 **as introduced**.

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 two weeks' notice that the employee intends to take time off for Veterans
9 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 impact public health or safety or cause the employer to experience significant eco-
13 nomic or operational disruption, the employer is not required to comply with subsection (1)
14 of this section.

15 (3) The employer shall, at least 10 days before Veterans Day, notify the employee whether
16 the employee will be provided time off for Veterans Day and whether the time off will be paid
17 or unpaid.

18 (4) If the employer determines that it cannot provide time off to all of the employees who
19 requested time off under subsection (1) of this section, the employer shall deny time off to
20 the minimum number of employees needed by the employer to protect public health and
21 safety or to maintain minimum operational capacity.

22 **SECTION 2. This 2011 Act being necessary for the immediate preservation of the public**
23 **peace, health and safety, an emergency is declared to exist, and this 2011 Act takes effect**
24 **on its passage.**

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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.