

SENATE AMENDMENTS TO SENATE BILL 2

By COMMITTEE ON VETERANS' AND MILITARY AFFAIRS

April 27

- 1 Delete lines 4 through 21 of the printed bill and insert:
2 **“SECTION 1. (1) An employer shall provide an employee who is a veteran as defined in**
3 **ORS 408.225 with paid or unpaid time off for Veterans Day if:**
4 **“(a) The employee would otherwise be required to work on that day; and**
5 **“(b) The employee provides the employer with:**
6 **“(A) At least 21 calendar days’ notice that the employee intends to take time off for**
7 **Veterans Day; and**
8 **“(B) Documents showing that the employee is a veteran as defined in ORS 408.225.**
9 **“(2) If the employer determines that providing time off under subsection (1) of this sec-**
10 **tion would cause the employer to experience significant economic or operational disruption,**
11 **or undue hardship as described in ORS 659A.121, the employer is not required to comply with**
12 **subsection (1) of this section.**
13 **“(3) The employer shall, at least 14 calendar days before Veterans Day, notify the em-**
14 **ployee whether the employee will be provided time off for Veterans Day and whether the**
15 **time off will be paid or unpaid.**
16 **“(4) If the employer determines that the employer cannot provide time off to all of the**
17 **employees who requested time off under subsection (1) of this section, the employer shall:**
18 **“(a) Deny time off to all employees who requested time off; or**
19 **“(b) Deny time off to the minimum number of employees needed by the employer to avoid**
20 **significant economic or operational disruption, or undue hardship as described in ORS**
21 **659A.121.**
22 **“(5) An employer shall allow an employee who is a veteran and who does not receive time**
23 **off for Veterans Day to choose, with the employer’s approval, a single day off within the year**
24 **after the Veterans Day on which the employee worked as a replacement for Veterans Day**
25 **to honor the employee’s service.”.**
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