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**Oregon**

**House Business & Labor Committee**

**NFIB Opposes HB 2950 – Mandated Bereavement Leave**

HB 2950 creates a new, complex family leave requirement for our 7,500 small business enterprises located throughout the state. This bill allows up to 2 weeks bereavement leave to be taken within three months of the death (or discovery of the death) of a family member including receiving counseling or other medical treatment to cope with the death of a family member.

Our issue with this bill is that it is another mandated, one-size-fits-all regulation upon our members. Certainly our members are sensitive to the needs of their employees during such a time of personal loss, but this should remain between the employer and employee, not the state to determine the appropriate bereavement leave.

Oregon currently has very generous Family Leave statutes such as:

- OFLA covers employees of small businesses of 25 or more employees while the federal law sets the minimum standard at 50
- OFLA covers part-time employees while federal law covers full time employees
- OFLA expands the definition of “family” well beyond federal guidelines to include grandparents, grandchildren, in-laws and same sex domestic partners
- Oregon is in the minority of states that bars employers from counting a workers’ comp injury as time off under OFLA

Most employers offer bereavement leave and work with the needs of their employees. We urge your opposition to this over-burdensome addition of OFLA.