

**REVENUE:** No revenue impact

**FISCAL:** Fiscal statement issued

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<b>Action:</b>	Without Recommendation as to Passage and Be Referred to the Committee on Rules
<b>Vote:</b>	6 - 4 - 0
<b>Yeas:</b>	Barton, Fagan, Holvey, Matthews, Witt, Doherty
<b>Nays:</b>	Kennemer, Thatcher, Thompson, Weidner
<b>Exc.:</b>	0
<b>Prepared By:</b>	Jan Nordlund, Administrator
<b>Meeting Dates:</b>	4/3, 4/17

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**WHAT THE MEASURE DOES:** Requires covered employer to implement sick leave policy allowing eligible employer to accrue at least seven days of paid sick leave per year at rate of one hour per 30 hours worked. Creates exceptions. Specifies purposes for which leave may be taken. Specifies when employer may require advance written notice or medical verification. Specifies when employee can take leave without prior notice. Specifies record keeping requirements for employer. Requires employer post summary of paid sick leave provisions. Makes denial of paid sick leave or discrimination against employee for inquiring about or using paid leave an unlawful practice. Authorizes civil action for violation.

**ISSUES DISCUSSED:**

- Number of workers in Oregon without paid sick leave
- Using paid sick leave responsibly
- Productivity of workforce with and without paid sick leave
- Economic impacts for an individual without paid sick leave
- Economic impacts for businesses having to provide paid sick leave
- Similar actions taken in Portland
- Use of paid sick leave in other countries

**EFFECT OF COMMITTEE AMENDMENT:** No amendment.

**BACKGROUND:** Portland, Seattle, Washington D.C., and the State of Connecticut require private employers to provide paid sick leave to employees. The Portland City Council approved the standards for paid and unpaid earned sick leave for employees working in the city on March 13, 2013.

House Bill 3390 requires employers of six or more employees to implement a sick leave policy that allows eligible employees to accrue paid sick leave at a rate of one hour per 30 hours worked. Unused paid sick leave shall be carried over from one calendar year to the next. All employees are eligible to take paid sick leave except for those who have worked for the employer for fewer than 90 days. The leave can be used to recover from, or seek treatment for, an illness or injury; to care for an infant or newly adopted or foster child; to care for a seriously ill or injured family member; to care for a child that requires home care; or to take leave when a victim of domestic violence, harassment, sexual assault, or stalking.