

77th OREGON LEGISLATIVE ASSEMBLY – 2013 Regular Session
STAFF MEASURE SUMMARY
House Committee on Business & Labor

****CORRECTED****
MEASURE: HB 3263 A
CARRIER:

REVENUE: No revenue impact
FISCAL: Fiscal statement issued

Action:	Do Pass as Amended, Be Printed Engrossed, and Be Referred to the Committee on Ways and Means by Prior Reference
Vote:	10 - 0 - 0
Yeas:	Barton, Fagan, Holvey, Kennemer, Matthews, Thatcher, Thompson, Weidner, Witt, Doherty
Nays:	0
Exc.:	0
Prepared By:	Jan Nordlund, Administrator
Meeting Dates:	4/8, 4/15, 4/17

WHAT THE MEASURE DOES: Requires State of Oregon to grant paid leave to eligible employees who are victims of domestic violence, harassment, sexual assault, or stalking. Establishes annual limit of 160 hours of paid leave for this purpose. Requires eligible employee to exhaust all forms of paid leave before using leave established by measure. Requires State of Oregon to inform certain employees and offer to report to law enforcement any communication in the workplace related to victimization of employee. Requires State of Oregon to inform all employees of workplace protections for victims of domestic violence, harassment, sexual assault, or stalking. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Victims forced to choose between protecting themselves and their paycheck
- Value to employees of being notified of workplace protections regarding victims

EFFECT OF COMMITTEE AMENDMENT: Requires eligible employee to exhaust all forms of paid leave before using leave established by these provisions. Requires employer to inform employee annually of provisions of statute prohibiting employer conduct as it relates to victims of domestic violence, harassment, sexual assault, or stalking.

BACKGROUND: Under current law, any employer who employs at least six individuals is required to allow an eligible employee to take reasonable, unpaid leave to seek services, assistance or treatment if they are a victim of domestic violence, harassment, sexual assault or stalking. An employee is eligible for protected leave if the individual has worked for the employer an average of more than 25 hours per week for at least 180 days.

House Bill 3263-A grants leave with pay only to employees of the State of Oregon, with no specified minimum number of hours or days that an employee must work to be eligible for the paid leave. The leave granted under the measure is in addition to any vacation, sick, personal business or other form of leave available to the employee. However, the employee must first exhaust all other paid leave before using the paid leave provided by this measure.

6/4/2013 9:55:00 AM

This summary has not been adopted or officially endorsed by action of the committee.