

Joint Committee on Ways and Means

Carrier – House: Rep. Parrish
Carrier – Senate: Sen. Steiner Hayward

Revenue: No revenue impact

Fiscal: Fiscal statement issued

Action: Do Pass the A-Engrossed Measure

Vote: 20 – 5 – 1

House

Yeas: Barker, Buckley, Frederick, Huffman, Jenson, Komp, McLane, Nathanson, Read,
Richardson, Smith, Tomei, Williamson

Nays: Freeman, Hanna

Exc:

Senate

Yeas: Bates, Devlin, Edwards, Monroe, Steiner Hayward, Thomsen, Winters

Nays: Girod, Hansell, Whitsett

Exc: Johnson

Prepared By: Matt Stayner, Legislative Fiscal Office

Meeting Date: June 12, 2013

WHAT THE MEASURE DOES: The measure allows an employee of the State of Oregon who is a victim of domestic violence, harassment, sexual assault, or stalking to take up to 160 hours of leave with pay each calendar year after exhausting all other forms of paid leave available to the employee. The measure also requires the State of Oregon, as an employer, to immediately inform an employee of any attempted communication in the workplace, direct or indirect, (assumedly by the perpetrator) related to the victimization of the employee and offer to report the communication to law enforcement. The bill also requires that the State of Oregon annually inform all employees of the statutory provisions related to prohibited conduct by employers, requirement to provide reasonable safety accommodations, and confidential recordkeeping regarding victims of domestic violence, harassment, sexual assault, and stalking.

ISSUES DISCUSSED:

- Accounting treatment of compensated absences
- Potential fiscal impact

EFFECT OF COMMITTEE AMENDMENT: No amendment.

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.