

House Bill 2903

Sponsored by Representative TOMEI, Senator STEINER HAYWARD; Representatives GELSER, HICKS, HOLVEY, WILLIAMSON, Senators BOQUIST, KRUSE, MONNES ANDERSON, PROZANSKI, ROSENBAUM

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Requires certain employers to post in premises where employees are employed summary of statutes and rules related to employment rights of victims of domestic violence, harassment, sexual assault or stalking. Modifies definition of "eligible employee."

A BILL FOR AN ACT

1
2 Relating to employment; creating new provisions; and amending ORS 659A.270.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. Section 2 of this 2013 Act is added to and made a part of ORS 659A.270 to**
5 **659A.285.**

6 **SECTION 2. Every covered employer shall keep summaries of ORS 659A.270 to 659A.285**
7 **and summaries of all rules promulgated by the Commissioner of the Bureau of Labor and**
8 **Industries for the enforcement of ORS 659A.270 to 659A.285 posted in a conspicuous and ac-**
9 **cessible place in or about the premises where the employees of the covered employer are**
10 **employed. Employers may obtain the summaries from the website of the Bureau of Labor**
11 **and Industries or upon request from the bureau, the first copy of which shall be furnished**
12 **without charge. In addition, upon request, the bureau shall furnish the complete text of all**
13 **rules promulgated pursuant to ORS 659A.270 to 659A.285 to any employer without charge.**

14 **SECTION 3. ORS 659A.270 is amended to read:**

15 659A.270. As used in ORS 659A.270 to 659A.285:

16 (1) "Covered employer" means an employer who employs six or more individuals in the State
17 of Oregon for each working day during each of 20 or more calendar workweeks in the year in which
18 an eligible employee takes leave to address domestic violence, harassment, sexual assault or stalk-
19 ing, or in the year immediately preceding the year in which an eligible employee takes leave to
20 address domestic violence, harassment, sexual assault or stalking.

21 (2) "Eligible employee" means an employee who[:]

22 [*(a) Worked an average of more than 25 hours per week for a covered employer for at least 180*
23 *days immediately before the date the employee takes leave; and]*

24 [*(b) is a victim of domestic violence, harassment, sexual assault or stalking or is the parent or*
25 *guardian of a minor child or dependent who is a victim of domestic violence, harassment, sexual*
26 *assault or stalking.*

27 (3) "Protective order" means an order authorized by ORS 30.866, 107.095 (1)(c), 107.700 to
28 107.735, 124.005 to 124.040 or 163.730 to 163.750 or any other order that restrains an individual from
29 contact with an eligible employee or the employee's minor child or dependent.

30 (4) "Victim of domestic violence" means:

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

- 1 (a) An individual who has been a victim of abuse, as defined in ORS 107.705; or
2 (b) Any other individual designated as a victim of domestic violence by rule adopted under ORS
3 659A.805.
- 4 (5) "Victim of harassment" means:
5 (a) An individual against whom harassment has been committed as described in ORS 166.065.
6 (b) Any other individual designated as a victim of harassment by rule adopted under ORS
7 659A.805.
- 8 (6) "Victim of sexual assault" means:
9 (a) An individual against whom a sexual offense has been committed as described in ORS 163.305
10 to 163.467 or 163.525; or
11 (b) Any other individual designated as a victim of sexual assault by rule adopted under ORS
12 659A.805.
- 13 (7) "Victim of stalking" means:
14 (a) An individual against whom stalking has been committed as described in ORS 163.732;
15 (b) An individual designated as a victim of stalking by rule adopted under ORS 659A.805; or
16 (c) An individual who has obtained a court's stalking protective order or a temporary court's
17 stalking protective order under ORS 30.866.
- 18 (8) "Victim services provider" means a prosecutor-based victim assistance program or a
19 nonprofit program offering safety planning, counseling, support or advocacy related to domestic vi-
20 olence, harassment, sexual assault or stalking.

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