

PRELIMINARY STAFF MEASURE SUMMARY**CARRIER:**

Senate Committee on Workforce

REVENUE: May have revenue impact, statement not yet issued**FISCAL: May have fiscal impact, statement not yet issued****SUBSEQUENT REFERRAL TO:****Action:****Vote:****Yeas:****Nays:****Exc.:****Prepared By:** Matthew Germer, Administrator**Meeting Dates:** 2/16

WHAT THE MEASURE DOES: Requires employers provide paid sick time for employees for the purpose of caring for personal or family member's mental or physical illness, injury, or health condition or for preventative medical care. Sets the rate at which paid sick leave accrues and annual maximum. Requires employees give advance notice of intent to use paid sick leave under certain circumstances. Classifies violations as unlawful practices under the jurisdiction of the Bureau of Labor and Industries and allows for both equitable and compensatory relief.

ISSUES DISCUSSED:**EFFECT OF COMMITTEE AMENDMENT:**

BACKGROUND: Currently, under Oregon law, employers are not required to provide paid sick leave to employees. If an employee misses a day of work due to illness, the employer has no duty to provide compensation for the missed time or to schedule an extra shift for the employee to make up the time. Employers must grant unpaid leave, however, for employees to provide care to new family members, to grieve a family member's death, or to handle matters related to domestic violence, sexual assault, or stalking. Other jurisdictions, including the City of Portland, the City of Eugene, California, Connecticut, and Massachusetts have passed paid sick leave legislation.

Senate Bill 454 requires employers provide paid sick time to employees for the purpose of caring for personal or a family member's mental or physical illness, injury, or health condition or for preventative medical care. Under this measure, employees accrue 1 hour of paid sick leave for every 30 hours worked, up to a maximum of 56 hours per year, and must provide verification of the need for sick leave under certain circumstances. Additionally, leave for the purpose of providing care to new family members, grieving a family member's death, or handling matters related to domestic violence, sexual assault, or stalking would qualify for paid sick leave. Senate Bill 454 also requires employees to give advance notice of intent to use paid sick leave under certain circumstances. The measure also prohibits discrimination against employees who inquire about or use paid sick leave. Finally, Senate Bill 454 classifies any violation of sick leave provisions as an unlawful practice under the jurisdiction of the Bureau of Labor and Industries and allows for both equitable and compensatory relief.