

MEMORANDUM

DATE: March 25, 2015

TO: Representative Paul Holvey
Chair House Committee on Business

FROM: Andy Olson, Representative
Albany

SUBJECT: HB 2005 -18 Amendments

As you are aware, this measure requires all employers to implement paid sick time for employees. Creates exception. Specifies purposes for which sick time may be taken and rate at which sick time accrues. Requires advance notice of request to use sick time under certain circumstances. Prohibits discrimination against employee for inquiring about or using paid sick time. Makes violation unlawful practice subject to jurisdiction of Bureau of Labor and Industries. Authorizes civil action for violation.

Snap shot at the -18 Amendments:

Mirrors the concept of business, hours worked of the Oregon Family Medical Leave Act

- Would only apply to businesses with 25 employees or more
- Must work a minimum of 25 hours per week
- Earned at the rate of one hour paid sick leave for every 40 hours worked not to exceed more than 40 hours of sick leave earned in one year
- An employee must be employed for 180 days before using sick leave
- Exempt agriculture and construction workers
- Exempt seasonal and temporary workers
- Exempts agriculture workers