

Senate Bill 719

Sponsored by COMMITTEE ON WORKFORCE

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**.

Includes payments due for accrued vacation time and personal time off in meaning of wages for purposes of wage claim. Prohibits certain employers from adopting policy for forfeiture of accrued vacation and personal time off wages upon termination of employment. Subjects employer that fails to pay accrued vacation and personal time off wages upon termination of employment to statutory requirements for payment of other types of wages upon termination of employment.

A BILL FOR AN ACT

Relating to payment of wages for certain accrued paid leave.

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

SECTION 1. (1) If a contract of employment or a policy of an employer provides for paid vacation time or paid personal time off, payments due for accrued vacation time or personal time off are wages.

(2) Unless otherwise provided by a collective bargaining agreement:

(a) If the employment of an employee is terminated without the employee having used all accrued vacation time or personal time off, the employer shall pay the amount owing for accrued vacation time and personal time off as required for other wages under ORS 652.140.

(b) An employment contract or employer policy may not provide for the forfeiture of accrued vacation or personal time off wages upon termination.

(3) Nothing in this section requires an employer to adopt a policy for providing paid vacation time or paid personal time off or prevents an employer from establishing a limit on the number of paid vacation or paid personal time off hours an employee may accrue.

SECTION 2. Section 1 of this 2015 Act applies to vacation and personal time off wages accrued in accordance with a collective bargaining agreement or an employer policy before, on or after the effective date of this 2015 Act.

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.