

**PROPOSED AMENDMENTS TO
SENATE BILL 454**

1 On page 1 of the printed bill, line 2, after the first semicolon delete the
2 rest of the line and insert “amending ORS 659A.174.”.

3 Delete lines 4 through 28 and pages 2 through 7 and insert:

4 **“SECTION 1.** ORS 659A.174 is amended to read:

5 “659A.174. (1) Except as provided in subsection (2) of this section, and
6 unless otherwise provided by the terms of an agreement between the eligible
7 employee and the covered employer, a collective bargaining agreement or an
8 employer policy, family leave is not required to be granted with pay.

9 **“(2)(a) A covered employer shall allow an eligible employee to ac-**
10 **crue and use up to 40 hours of paid sick time per year. Up to 40 hours**
11 **of paid sick time may be carried over to a subsequent year. The eligi-**
12 **ble employee may use up to 40 hours of paid sick time per year for the**
13 **purposes specified in ORS 659A.159. Paid sick time shall be paid at the**
14 **regular rate of pay of the eligible employee and shall accrue at the rate**
15 **of at least one hour of paid sick time for every 30 hours worked.**

16 **“(b)** An employee taking family leave is entitled to use any paid accrued
17 sick **time** leave or any paid accrued vacation leave during the period of
18 family leave, or to use any other paid leave that is offered by the employer
19 in lieu of vacation leave during the period of family leave.

20 **“(3)** Subject to the terms of any agreement between the eligible employee
21 and the covered employer or the terms of a collective bargaining agreement,
22 the employer may determine the particular order in which accrued leave is

1 to be used in circumstances in which more than one type of accrued leave
2 is available to the employee.”.

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