

**SB 779 STAFF MEASURE SUMMARY**

**Senate Committee On Workforce**

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**Prepared By:** Debra Maryanov, LPRO Analyst

**Meeting Dates:** 3/8

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**WHAT THE MEASURE DOES:**

Specifies that, for purposes of determining whether employer is required to implement sick time policy allowing employees to use paid sick time, number of employees working for employer does not include director of corporation who has substantial ownership interest, member of limited liability company, or partner of limited liability partnership. Nor does it include parent, spouse, or child of such individuals.

**ISSUES DISCUSSED:**

**EFFECT OF AMENDMENT:**

**BACKGROUND:**

In 2015, the Legislative Assembly enacted Senate Bill 454 requiring employers to provide sick time for employees. Whether the employer is required to provide paid or unpaid leave depends on the size of the employer. Employers with 10 or more employees, or at least six employees in Portland, must implement a sick time policy that allows employees to use up to 40 hours of paid sick time per year. Employers with fewer than 10 employees, or fewer than six employees in Portland, must implement a sick time policy that allows employees to use up to 40 hours of unpaid sick time per year. The method for calculating the number of employees employed by an employer is provided by administrative rule. OAR 838-007-0015. Employers determine the number of employees by calculating the per-day average number of employees over 20 work-weeks in the calendar or fiscal year immediately preceding the year in which the leave is taken.

Senate Bill 779 exempts business owners and their families from the employee count for purposes of calculating whether the employer is required to implement a sick time policy that allows employees to use paid sick time.