

SB 947 STAFF MEASURE SUMMARY

Senate Committee On Workforce

Prepared By: Jan Nordlund, LPRO Analyst

Meeting Dates: 3/25

WHAT THE MEASURE DOES:

Modifies provisions to Oregon Family Leave Act (OFLA) laws. Requires employer to pay employee on family and medical leave. Expands requirements to all employers regardless of size. Expands coverage to employees who work part-time and reduces eligibility period for all employees to 30 days, down from 180 days. Increases length of family leave to 24 weeks from 12 weeks and increases leave for pregnancy or childbirth to 24 weeks from 12 weeks. Increases length of leave to care for a sick child to 24 weeks from 12 weeks if family leave was already taken. Removes two-week limit on bereavement leave, allowing employee to take 24 weeks for bereavement. Allows employee who has changed employers to take leave with no eligibility period if employee was eligible in prior job and was rehired within 180 days. Expands definition of family member. Enhances civil remedies available to employee claiming unlawful employment practice.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND: