

**SB 796 STAFF MEASURE SUMMARY**

**House Committee On Business and Labor**

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**Meeting Dates:** 5/1

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**WHAT THE MEASURE DOES:**

Adds period of absence for the donation of a body part, organ, or tissue to the definition of "serious health condition" for the purposes of family leave. Prohibits insurer offering a policy or certificate of life insurance, health insurance, or long term care insurance from discriminating against, declining, or limiting insurance coverage solely on the status that the applicant or insured is a living donor or potential donor of a body part, organ, or tissue.

No revenue impact.

Minimal fiscal impact.

**ISSUES DISCUSSED:**

**EFFECT OF AMENDMENT:**

No amendment.

**BACKGROUND:**

The Oregon Family Leave Act provides unpaid job protections for Oregon employees. Leave types include parental leave, serious health condition leave, pregnancy disability leave, sick child leave, bereavement leave, and Oregon military family leave. Employees are allowed up to 12 weeks of protected to leave if they or their family member has a serious medical condition.

Senate Bill 796 amends the definition of "serious health condition" to include a period of absence for the donation of a body part, organ, or tissue so as to allow job protection for the purposes of family leave protected by the Oregon Family Leave Act. The measure also prohibits an insurer from discriminating in its application of standards or rates based solely on the status of the applicant as a living donor or potential donor.

Senate 28-1