



Open Government Impact Statement

80th Oregon Legislative Assembly
2019 Regular Session

Measure: HB 3140

Only impacts on Original or Engrossed
Versions are Considered Official

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SUMMARY

Expands definition of "family member" for purposes of family and medical leave.

Makes family and medical leave requirements applicable to all employers, regardless of size of employer.

Reduces number of days and hours employee must work for employer in order to become eligible employee.

Extends length of leave employee may take for bereavement.

Extends length of leave employee may take for family and medical leave.

Requires employer to grant family leave with pay.

Allows employee to determine order in which accrued leave is to be used when more than one type of accrued leave is available to employee.

Allows employee who separates employment with employer to automatically reestablish eligibility to take family and medical leave if certain conditions are met.

Allows recovery of compensatory and punitive damages for civil action brought alleging violation of family and medical leave requirements.

NOTICE OF NO OPEN GOVERNMENT IMPACT