

# House Bill 2599

Sponsored by Representative HOLVEY (at the request of Laborers' International Union of North America) (Pre-session filed.)

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Provides that employer signatories to multiemployer collective bargaining agreements are considered to have met minimum requirements of sick time provisions if terms of collective bargaining agreement provide, as benefit to employees subject to agreement, sick leave policy or other paid time off program that is substantially equivalent to or more generous than minimum requirements of sick time provisions.

Removes provision that exempts certain employees who are covered under collective bargaining agreement from sick leave requirements.

## A BILL FOR AN ACT

1  
2 Relating to sick time for certain employees covered by collective bargaining agreements; amending  
3 ORS 653.646.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** ORS 653.646 is amended to read:

6 653.646. (1) [*The requirements of ORS 653.601 to 653.661 do not apply to an employee:*]

7 [*(a) Whose terms and conditions of employment are covered by a collective bargaining agreement;*]

8 [*(b) Who is employed through a hiring hall or similar referral system operated by the labor or-*  
9 *ganization or a third party; and]*

10 [*(c) Whose employment-related benefits are provided by a joint multiemployer-employee trust or*  
11 *benefit plan.]* **An employer signatory to a multiemployer collective bargaining agreement to**

12 **which the employer has agreed to contribute to a trust or benefit plan that is maintained for**  
13 **the benefit of the employees subject to the agreement shall be considered to have met the**  
14 **requirements of ORS 653.601 to 653.661 if the terms of the agreement provide, as a benefit**  
15 **to the employees, a sick leave policy or other paid time off program that is substantially**  
16 **equivalent to or more generous to the employees than the minimum requirements of ORS**  
17 **653.601 to 653.661.**

18 (2)(a) The Home Care Commission created under ORS 410.602 shall establish a paid sick time  
19 policy for consumer employed home care workers and consumer employed personal support workers.

20 (b) A policy for paid sick time for consumer employed home care workers and consumer em-  
21 ployed personal support workers implemented by the Home Care Commission that allows an eligible  
22 home care worker or personal support worker to accrue and use up to 40 hours of paid time off a  
23 year, including but not limited to sick time, is deemed to meet the requirements of ORS 653.601 to  
24 653.661 and is exempt from the provisions of ORS 653.601 (6), 653.606 (5), 653.611, 653.621, 653.626  
25 and 653.631.

26 (3) As used in this section:

27 (a) "Consumer employed home care worker" has the meaning given the term "home care  
28 worker" in ORS 410.600.

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted.  
New sections are in **boldfaced** type.

1 (b) "Consumer employed personal support worker" has the meaning given the term "personal  
2 support worker" in ORS 410.600.

3

---