

# Senate Bill 716

Sponsored by Senator TAYLOR, Representative POWER

## 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**.

Requires employers to reasonably accommodate employee's work schedule availability related to child care.

Declares emergency, effective on passage.

## A BILL FOR AN ACT

1  
2 Relating to work scheduling; amending ORS 653.450; and declaring an emergency.

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

4 **SECTION 1.** ORS 653.450 is amended to read:

5 653.450. (1) At time of hire and during employment, an employee may identify any limitations  
6 or changes in the employee's work schedule availability. The employee may also request not to be  
7 scheduled for work shifts during certain times or at certain locations.

8 (2)(a) An employer may require the employee to provide reasonable verification of the need for  
9 a request made under subsection (1) of this section.

10 (b) The employer shall pay any reasonable costs for providing verification that is medical ver-  
11 ification required under this subsection, including lost wages, that are not paid under a health  
12 benefit plan in which the employee is enrolled.

13 (c) Nothing in this subsection is intended to limit the application of ORS 659A.306.

14 (3) An employer may not retaliate against an employee for making a request under subsection  
15 (1) of this section.

16 (4) **When an employee identifies a limitation or change in the employee's work schedule**  
17 **availability as a result of matters related to child care or requests not to be scheduled for**  
18 **work shifts during certain times or at certain locations because of matters related to child**  
19 **care, the employer shall reasonably accommodate the employee's work schedule availability**  
20 **or request.**

21 [(4)] (5) **Except as provided in subsection (4) of this section,** an employer is under no obli-  
22 gation to grant an employee's request under subsection (1) of this section.

23 **SECTION 2. This 2021 Act being necessary for the immediate preservation of the public**  
24 **peace, health and safety, an emergency is declared to exist, and this 2021 Act takes effect**  
25 **on its passage.**

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**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.