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**State of Oregon**  
**LEGISLATIVE BRANCH PERSONNEL RULES**

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**Legislative Branch Personnel Rule 24: Family and Personal Workplace Relationships**

**APPLICABILITY:** This rule applies to legislative agencies and parliamentary offices, where not in conflict with an applicable bargaining agreement or law. This rule does not apply to members of the Legislative Assembly and their personal staff.

(1) **Definition.** For purposes of this rule, "relative" means:

(a) An employee's spouse, domestic partner, son, daughter, mother, father, brother, sister, half-brother, half-sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, aunt, uncle, niece, nephew, stepparent, stepchild, the parent of a domestic partner or the child of a domestic partner; or

(b) An individual who resides in the same household as an employee and who shares a committed personal relationship with that employee.

(2) **Policy.** The Legislative Branch permits the employment of qualified relatives of legislative employees as long as the employment does not create a conflict of interest. In accordance with these rules, the basic criteria for employee selection or promotion shall be appropriate qualifications in terms of education, experience, training and performance, consistent with Legislative Branch needs. If a relative may be considered for employment pursuant to subsection 3 of this rule, a relationship with a relative as defined in this rule or other personal relationship may not constitute an advantage or a disadvantage to selection, promotion, salary or other conditions of Legislative Branch employment.

(3) **Requirements.** Appointing authorities shall exercise sound business judgment in the placement of relatives in accordance with the following guidelines:

(a) An employee may not initiate or participate in an employment action involving another employee who is a relative.

(b) An employee may not occupy a position in which the employee may exercise supervisory authority over a relative's performance evaluation, salary, work hours or other conditions of employment.

(c) If two employees become relatives after initial employment, both may retain their positions, provided one is not under the supervision of the other. It is the responsibility of the supervisor to advise Employee Services and the appropriate appointing authority if and when such

a relationship exists. If one is under supervision of the other, a management plan must be formulated to address the supervisory relationship.

Approved: DRAFT