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.

Prohibits employer from requiring employee to use vacation, sick or annual leave for time spent by employee as appointed member of state board or commission. Provides that protections apply to employee who has provided employer with at least 21 days' advance notice of time employee needs to spend in service of state board or commission.

Authorizes employee alleging violation to file complaint with Commissioner of Bureau of Labor and Industries.

Takes effect on 91st day following adjournment sine die.

A BILL FOR AN ACT

Relating to employment protections; and prescribing an effective date.

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

SECTION 1. Section 2 of this 2023 Act is added to and made a part of ORS chapter 659A.

SECTION 2. (1) As used in this section, “state board or commission” means a state board or commission referred to in ORS 292.495.

(2) It is an unlawful employment practice if an employer discharges, threatens to discharge, intimidates or coerces any employee by reason of the employee's service or scheduled service as an appointed member of a state board or commission.

(3) Subject to subsection (4) of this section, an employer may not require that an employee use vacation leave, sick leave or annual leave for time spent by the employee in service as an appointed member of a state board or commission, and the employer shall allow the employee to take leave without pay for time spent by the employee in service as an appointed member of the state board or commission.

(4) The protections provided under subsection (3) of this section apply to an employee who has provided the employer with at least 21 days' advance notice of any time the employee needs to spend in service as an appointed member of a state board or commission.

(5) This section may not be construed to alter or affect an employer's policies or agreements with employees concerning employees' wages during times when an employee serves or is scheduled to serve as an appointed member of a state board or commission.

(6) An employee who alleges a violation of this section may file a complaint with the Commissioner of the Bureau of Labor and Industries in the manner provided by ORS 659A.820.

SECTION 3. This 2023 Act takes effect on the 91st day after the date on which the 2023
regular session of the Eighty-second Legislative Assembly adjourns sine die.