

House Bill 3328

Sponsored by Representative RESCHKE

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**.

Directs state agencies in executive branch to offer to reinstate employees whose employment was terminated by agency because employee refused to obtain vaccination against COVID-19. Directs agencies to pay back pay to reinstated employees.

Declares emergency, effective on passage.

A BILL FOR AN ACT

1
2 Relating to state employees affected by COVID-19 vaccination mandates; and declaring an emer-
3 gency.

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

5 **SECTION 1. (1) As used in this section and section 2 of this 2023 Act, "state agency"**
6 **means any officer, board, commission, department, division or institution in the executive**
7 **branch of state government.**

8 **(2) A state agency shall offer the opportunity for reinstatement, with no loss of seniority**
9 **or accrued benefits, to any person whose employment with the agency was terminated be-**
10 **cause the person refused to obtain a vaccination against COVID-19 that was required as a**
11 **condition of employment.**

12 **(3) If an employee accepts an offer of reinstatement under this section, the state agency**
13 **shall pay the employee back pay for the time between the termination of the employee and**
14 **the reinstatement of the employee.**

15 **(4) The Oregon Department of Administrative Services may adopt rules to implement this**
16 **section.**

17 **SECTION 2. Within 30 days after the effective date of this 2023 Act, a state agency shall**
18 **notify all employees of the state agency who are entitled to reinstatement under section 1**
19 **of this 2023 Act of the provisions of section 1 of this 2023 Act. An employee has 30 days after**
20 **the date the notice was sent to accept the offer of reinstatement.**

21 **SECTION 3. Sections 1 and 2 of this 2023 Act are repealed on January 2, 2025.**

22 **SECTION 4. This 2023 Act being necessary for the immediate preservation of the public**
23 **peace, health and safety, an emergency is declared to exist, and this 2023 Act takes effect**
24 **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.