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
Relating to state employees affected by COVID-19 vaccination mandates; and declaring an emergency.

Be It Enacted by the People of the State of Oregon:
SECTION 1. (1) As used in this section and section 2 of this 2023 Act, “state agency” means any officer, board, commission, department, division or institution in the executive branch of state government.

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

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

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

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

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 Sections 1 and 2 of this 2023 Act are repealed on January 2, 2025.

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