



Representative Lamar Wise
Oregon House District 48

HB 4094 - Vacation Payout

House Labor and Workforce Development | February 2nd 2026 3:00 PM

Chair Grayber, Vice Chairs, and Members of the Committee,

For the record, my name is Representative Lamar Wise. I represent House District 48, SE Portland and North Clackamas, and I'm proud to be a co-sponsor of House Bill 4094.

HB 4094 is about a simple principle: when workers earn paid vacation time, that time has real value, and workers should not lose that value simply because their employment ends.

Across Oregon, paid vacation is often treated as part of an employee's compensation package. Workers plan around it. They rely on it. And in many cases, they delay using that time because they are understaffed, covering extra shifts, or trying to be good team members. When those workers leave a job, whether by choice or not, they should not walk away from compensation they have already earned.

This bill brings clarity and fairness by requiring employers who offer paid vacation to pay out earned or accrued but unused vacation time at separation, just like final wages. It also makes clear what this bill does not apply to, sick time, holidays, and personal leave, so employers and employees alike understand the boundaries.

Importantly, HB 4094 respects employer flexibility. Employers may still decide how vacation is earned, how it's scheduled, and whether they set reasonable use-by dates. The bill simply ensures that any vacation time that has not been forfeited before termination cannot be taken away afterward.

That balance matters. Workers deserve predictability and fairness, and employers deserve clear rules they can administer consistently. This bill delivers both.

At a time when many Oregonians are navigating job transitions, layoffs, and economic uncertainty, HB 4094 ensures that workers leave with what they've already earned, no games, no surprises.

I urge your support for House Bill 4094. Thank you for your time and consideration.