



OREGON STATE FIRE FIGHTERS COUNCIL

International Association of Fire Fighters
AFL-CIO CLC

Chair Grayber, Vice Chair Munoz, Vice Chair Scharf, and Members of the House
Committee on Labor and Workforce Development,

RE: Support for House Bill 4094 – Payout of Accrued Vacation Time

I am writing to express my strong support for House Bill 4094. This legislation is a critical step in ensuring that Oregon workers receive the full compensation they have earned through their labor.

As it stands, many Oregonians lose hours of earned vacation time when they leave a position, simply because their employer lacks a payout policy. HB 4094 rectifies this by treating accrued vacation time as earned wages that must be compensated at the employee's regular rate of pay upon termination.

This bill is fair to both parties because it:

Protects Earned Benefits: Ensures workers are not penalized for saving their time off or being unable to use it due to staffing needs.

Provides Clarity: Maintains an employer's right to set accrual limits and forfeiture dates, provided they give employees 90 days' written notice and a reasonable chance to use the time.

Standardizes Payouts: Aligns vacation payouts with the existing legal timelines for final wages.

I urge the committee to move HB 4094 forward to ensure that "earned time" truly means "paid time" for all Oregon workers.

Thank you for your time and consideration.

Alan Ferschweiler
Legislative Director
Oregon State Fire Fighters Council