

SB 716 -3 STAFF MEASURE SUMMARY

Senate Committee On Labor and Business

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Meeting Dates: 3/2, 4/1, 4/13

WHAT THE MEASURE DOES:

Requires large retail, food service, and hospitality employers to reasonably accommodate employee's work schedule availability related to child care. Declares emergency, effective on passage.

REVENUE: no impact

FISCAL: no impact

ISSUES DISCUSSED:

- History of predictive scheduling and recommendations from interim work group on child care
- Disproportionate impact of pandemic on working mothers
- Need to balance predictive scheduling requirements to ensure clarity and consistency

EFFECT OF AMENDMENT:

-3 Removes requirement to reasonably accommodate employee's work schedule availability related to child care. Includes child care needs under limitations or changes in employee's work schedule availability.

BACKGROUND:

Enacted in 2017, Oregon's predictive work scheduling laws require retail, food service, and hospitality employers with 500 or more employees worldwide to provide good faith estimates of employees' work schedules, 14-days advanced written notice of work schedules, predictability pay when schedules change, a right to rest between shifts, and extra compensation for hours worked when fewer than 10 hours separate shifts. The law also gives employees the right to identify any limitations or changes in their work schedule availability and to request to not be scheduled for work shifts during certain times or at certain locations. Employers are not obligated to grant an employee's request, but may not retaliate against an employee for making a schedule request.

Senate Bill 716 amends Oregon's predictive scheduling laws to require large retail, food service, and hospitality employers to reasonably accommodate an employee's work schedule availability or request when the employee identifies a limitation, change, or request because of matters related to child care.