

**SB 588 -1, -3, -4, -9, -10 STAFF MEASURE SUMMARY**

**House Committee On Business and Labor**

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**Prepared By:** Jan Nordlund, LPRO Analyst

**Meeting Dates:** 5/10, 5/26

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**WHAT THE MEASURE DOES:**

Removes exemption from sick leave requirement for certain employees covered by collective bargaining agreement. Provides that employer signatory to collective bargaining agreement has met requirements of sick time provisions if terms of multiemployer collective bargaining agreement provide, as benefit to employees subject to agreement, sick leave policy or other paid time off program that is substantially equivalent or more generous than minimum requirements of sick time provisions, and if contributions to the trust are made solely by the employer signatories to the agreement. Declares emergency, effective on passage.

Fiscal: Statement has been issued

Revenue: No impact

Senate vote: 22-1 (Nays: Johnson)

**ISSUES DISCUSSED:**

**EFFECT OF AMENDMENT:**

-1 Continues current exemption for longshore workers who are employed through a hiring hall, who are covered by a collective bargaining agreement, and whose benefits are provided by a joint multi-employer-employee trust or benefit plan.

No revenue impact; Fiscal statement has been issued

-3 (Rep. Clem) Deletes emergency clause.

No revenue impact; Fiscal statement has been issued

-4 Deletes emergency clause. Adds effective date of 91st day following adjournment sine die.

No revenue impact; Fiscal statement has been issued

-9 (Rep. Clem) Deletes emergency clause. Adds effective date of January 1, 2023.

-10 (Rep. Clem) Deletes emergency clause. Adds effective date of January 1, 2024.

**BACKGROUND:**

Oregon law requires an employer with any employees working in this state to implement a sick time policy that either grants employees 40 hours of paid leave each year or allows employees to accrue at least one hour of paid sick leave for every 30 hours the employee works or 1-1/3 hours for every 40 hours the employee works. The sick leave requirements do not apply to employees subject to a collective bargaining agreement who are employed through a third party (e.g., a hiring hall) and whose benefits are provided by a joint multiemployer-employee trust or benefit plan.

Senate Bill 588 removes the exemption for employees covered under a collective bargaining agreement when benefits are provided by a joint multiemployer-employee trust or benefit plan and provides that employer signatories meet the state sick leave requirements if the terms of the agreement provide sick leave benefits or other paid time off that is substantially equivalent to or more generous than the minimum requirements

established in state law and if contributions to the trust or benefit plan are made solely by the employer signatories. If these criteria are not satisfied, the employer signatory will be required to begin providing sick leave benefits outside of the terms of a collective bargaining agreement upon the effective date.

PRELIMINARY