

SB 588 STAFF MEASURE SUMMARY
Senate Committee On Labor and Business

Carrier: Sen. Taylor

Action Date: 03/04/21
Action: Do pass.
Vote: 3-2-0-0
Yeas: 3 - Jama, Lieber, Riley
Nays: 2 - Hansell, Kennemer
Fiscal: Fiscal impact issued
Revenue: No revenue impact
Prepared By: Tyler Larson, LPRO Analyst
Meeting Dates: 2/4, 3/4

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 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. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- Impact of coronavirus on workers exempt from Oregon sick leave requirements
- Potential impact on existing collective bargaining agreements and future negotiations between organized labor and employers

EFFECT OF AMENDMENT:

No amendment.

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.