

**Enrolled**  
**Senate Bill 716**

Sponsored by Senator TAYLOR, Representative POWER; Representatives ALONSO LEON,  
CAMPOS, DEXTER, NERON, REYNOLDS, SCHOUTEN, WILDE, WILLIAMS

CHAPTER .....

AN ACT

Relating to work scheduling; amending ORS 653.450; and declaring an emergency.

**Be It Enacted by the People of the State of Oregon:**

**SECTION 1.** ORS 653.450 is amended to read:

653.450. (1) At time of hire and during employment, an employee may identify any limitations or changes in the employee's work schedule availability, **including but not limited to child care needs**. The employee may also request not to be scheduled for work shifts during certain times or at certain locations.

(2)(a) An employer may require the employee to provide reasonable verification of the need for a request made under subsection (1) of this section.

(b) The employer shall pay any reasonable costs for providing verification that is medical verification required under this subsection, including lost wages, that are not paid under a health benefit plan in which the employee is enrolled.

(c) Nothing in this subsection is intended to limit the application of ORS 659A.306.

(3) An employer may not retaliate against an employee for making a request under subsection (1) of this section.

(4) An employer is under no obligation to grant an employee's request under subsection (1) of this section.

**SECTION 2. This 2021 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2021 Act takes effect on its passage.**

**Passed by Senate April 22, 2021**

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Lori L. Brocker, Secretary of Senate

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Peter Courtney, President of Senate

**Passed by House May 25, 2021**

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Tina Kotek, Speaker of House

**Received by Governor:**

.....M.,....., 2021

**Approved:**

.....M.,....., 2021

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Kate Brown, Governor

**Filed in Office of Secretary of State:**

.....M.,....., 2021

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Shemia Fagan, Secretary of State