

# Senate Bill 25

Sponsored by Senator BOQUIST (Pre-session filed.)

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Directs state agencies in executive branch to offer to reinstate employees whose employment with agency was terminated because person refused to obtain vaccination against COVID-19. Directs agencies to pay back pay to reinstated employees.

## A BILL FOR AN ACT

1  
2 Relating to state employees affected by COVID-19 vaccination mandates.

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

4 **SECTION 1. (1) As used in this section, "state agency" means any officer, board, com-**  
5 **mission, department, division or institution in the executive branch of state government.**

6 **(2) A state agency shall offer the opportunity for reinstatement, with no loss of seniority**  
7 **or accrued benefits, to any person whose employment with the agency was terminated be-**  
8 **cause the person refused to obtain a vaccination against COVID-19 that was required as a**  
9 **condition of employment.**

10 **(3) An employee offered reinstatement under this section must accept the reinstatement**  
11 **on or before December 31, 2024.**

12 **(4) If an employee accepts an offer of reinstatement under this section, the agency shall**  
13 **pay the employee back pay for the time between the termination of the employee and the**  
14 **reinstatement of the employee. The agency shall offset the back pay due under this section**  
15 **by any income earned by the employee during the time between the termination of the em-**  
16 **ployee and the reinstatement of the employee.**

17 **(5) The Oregon Department of Administrative Services may adopt rules to implement this**  
18 **section.**

19 **SECTION 2. Section 1 of this 2023 Act is repealed on January 2, 2026.**

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**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.