

SB 1108-1
(LC 3623)
4/1/25 (JAS/ps)

Requested by Senator FREDERICK

**PROPOSED AMENDMENTS TO
SENATE BILL 1108**

1 Delete lines 13 through 16 of the printed bill and insert:

2 “(2)(a) An employer in this state shall permit an employee to use blood
3 donation leave without loss of time, pay or benefits. Blood donation leave
4 may be taken by an employee for up to four hours per calendar year.

5 “(b) Blood donation leave is in addition to any other accrued paid leave
6 to which an employee may be entitled. However, blood donation leave under
7 this section may not accrue if the leave is not used by an employee during
8 the calendar year.

9 “(c) Blood donation leave under this section shall be taken by an em-
10 ployee in hourly increments.

11 “(3) An employee may not commence a period of blood donation leave
12 under this section unless the employee has provided at least 14 days’ advance
13 notice to the employee’s employer before taking leave.

14 “(4) An employer may require an employee to provide certification of
15 blood donation to the employer within a reasonable time after the employer’s
16 request. The employer must maintain confidentiality of the employee’s blood
17 donation records and the certification must be used only for purposes of
18 verifying the blood donation leave.

19 “(5) An employer is not required to:

20 “(a) Carry over any unused blood donation leave; or

21 “(b) Compensate an employee for any unused blood donation leave upon

1 the employee's termination, resignation, retirement or other separation from
2 employment.

3 “(6) It is an unlawful employment practice under ORS chapter 659A for
4 an employer to:

5 “(a) Deny an employee blood donation leave as provided under this sec-
6 tion; or

7 “(b) Retaliate or in any way discriminate against an individual with re-
8 spect to hire or tenure or any other term or condition of employment because
9 the individual has inquired about the provisions of this section, requested
10 to use blood donation leave or invoked any provision of this section.”.

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