

SB 1108-2
(LC 3623)
4/7/25 (JAS/ps)

Requested by Senator FREDERICK

**PROPOSED AMENDMENTS TO
SENATE BILL 1108**

1 In line 2 of the printed bill, before the period insert “; and amending ORS
2 653.616”.

3 Delete lines 4 through 16 and insert:

4 **“SECTION 1.** ORS 653.616 is amended to read:

5 “653.616. An employee may use sick time earned under ORS 653.606:

6 “(1) For an employee’s mental or physical illness, injury or health condi-
7 tion, need for medical diagnosis, care or treatment of a mental or physical
8 illness, injury or health condition or need for preventive medical care.

9 “(2) For care of a family member with a mental or physical illness, injury
10 or health condition, care of a family member who needs medical diagnosis,
11 care, or treatment of a mental or physical illness, injury or health condition
12 or care of a family member who needs preventive medical care.

13 “(3) Notwithstanding ORS 659A.153, for any other purpose specified in
14 ORS 659A.159.

15 “(4) For a purpose specified in ORS 659A.272, notwithstanding ORS
16 659A.270 (1).

17 “(5) To donate accrued sick time to another employee if the other em-
18 ployee uses the donated sick time for a purpose specified in this section and
19 the employer has a policy that allows an employee to donate sick time to a
20 coworker for a purpose specified in this section.

21 “(6) In the event of a public health emergency. For purposes of this sub-

1 section, a public health emergency includes, but is not limited to:

2 “(a) Closure of the employee’s place of business, or the school or place
3 of care of the employee’s child, by order of a public official due to a public
4 health emergency;

5 “(b) A determination by a lawful public health authority or by a health
6 care provider that the presence of the employee or the family member of the
7 employee in the community would jeopardize the health of others, such that
8 the employee must provide self care or care for the family member; or

9 “(c) The exclusion of the employee from the workplace under any law or
10 rule that requires the employer to exclude the employee from the workplace
11 for health reasons.

12 **“(7) For blood donation that is made in connection with a voluntary**
13 **program for the donation of blood that is approved or accredited by**
14 **the American Association of Blood Banks or the American Red**
15 **Cross.”.**

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