

HB 4094-4
(LC 240)
2/10/26 (JAS/ps)

Requested by Representative SCHARF

**PROPOSED AMENDMENTS TO
HOUSE BILL 4094**

1 On page 1 of the printed bill, after line 20, insert:

2 “(3) If an employer provides employees with paid personal business leave
3 pursuant to an employer policy or otherwise, the employer shall, upon the
4 termination of the employment relationship, compensate the employee at one
5 hundred percent of the employee’s regular rate of pay for all earned or ac-
6 crued but unused personal business leave, in accordance with the manner
7 and timeframe set forth under ORS 652.140 for the payment of final
8 wages.”.

9 In line 21, delete “3” and insert “4”.

10 On page 3, delete lines 2 through 4 and insert:

11 “(7) Except as provided in subsection (6) of this section, all wages earned
12 and unpaid, as described in this section, include compensation for earned or
13 accrued but unused paid vacation time, as defined in section 1 of this 2026
14 Act and earned or accrued paid personal business leave, as described in
15 section 1 (3) of this 2026 Act.”.

16 In line 6, before “earned” insert “and paid personal business leave”.