



# SENATE MAJORITY OFFICE

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## NEWS RELEASE

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### **Senate expands Oregon Family Leave Act with bereavement leave**

*HB 2950B gives Oregon workers the option to take time off work to grieve the death of a family member*

SALEM—The Oregon Senate today passed a bill that gives workers up to two weeks off to grieve the death of a family member. House Bill 2950B, which adds a family member's death as a condition for leave, passed the Senate on a vote of 22-6 with two excused.

“Employees should have the ability to take needed time off to mourn the loss of a family member without risking their livelihoods,” said Senate Majority Leader Diane Rosenbaum (D-Portland). “Losing a family member is a painful experience. Coping with the death of a loved one shouldn't be coupled with putting your job on the line.”

HB 2950B requires businesses with 25 or more employees to give workers job-protected time off in the case of the death of a family member. Such leave would be protected by the Oregon Family Leave Act, allowing the employee to make arrangements, attend a memorial service, and grieve the loss with surviving family members.

“It's unreasonable to expect someone to report to work right away and be an effective employee when they've just lost a loved one,” said Senator Laurie Monnes Anderson (D-Gresham). “This bill merely reflects the reality that people need time to deal with death, and offers workers a way to deal with a personal loss without putting their job at risk.”

Currently, the Oregon Family Leave Act requires businesses with more than 25 employees to give workers unpaid time off for illness, injury, child birth, and adoption. The Senate Committee on Business and Transportation amended the bill to require such leave to be taken by the employee within 60 days of the family member's death, ensuring that bereavement leave is taken in a timely manner.

The bill now returns to the Oregon House of Representatives for a concurrence motion.

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