



SENATE MAJORITY OFFICE

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Bill provides leave to survivors of domestic violence and sexual assault

HB 3263A allows state employees recovering from domestic violence additional time off to seek treatment

SALEM—Today the Oregon Senate passed a bill that allows for survivors of domestic violence, sexual assault, and harassment to take additional time off to recover and seek treatment before returning to work. House Bill 3263A, which passed the Senate on a vote of 28-1 with one excused, allows a state employee to take an additional 160 hours of paid leave under these circumstances.

“Domestic violence and sexual assault can change lives forever. Survivors of these heinous crimes really need this time off work to seek treatment and recover,” said Senate Majority Leader Diane Rosenbaum (D-Portland). “We must do everything we can to ensure the safety, stability, and well-being of survivors to help them get their lives back.”

Current law allows survivors of domestic violence, harassment, sexual assault, and stalking who are state employees to use accrued sick, vacation, and personal business leave to seek treatment and safe housing. Additionally, in 2009 the Oregon Legislature passed SB 928, which prohibits an employer from refusing to hire or retaliating against a victim of domestic violence.

House Bill 3263A provides an additional 160 hours for survivors who are state employees, provided that they have exhausted all other accrued paid leave. The bill also requires that the State of Oregon inform all employees of the state’s requirement to provide safety accommodations for victims of domestic violence, stalking, sexual assault, and harassment.

“As public health nurse, I’ve seen firsthand the terrible impact of domestic and sexual violence on survivors and their families,” said Senator Laurie Monnes Anderson (D-Gresham). “Workplace protections help prevent survivors from becoming victimized again when they’re on the job. We need this bill to ensure they have time to find a safe place to live and the support they need to begin to recover.”

House Bill 3263A now proceeds to Governor John A. Kitzhaber for his approval.

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