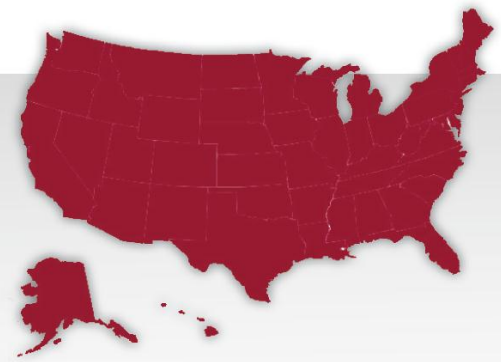


# *Family Friendly America*

## **Oregon**



Oregon workers need public policies that allow them to better manage the dual demands of work and family. Family friendly workplace laws help workers maintain their economic security when they give birth, adopt, raise children or grandchildren, deal with illness, and care for parents, grandparents, spouses or partners.

### Working Families by the Numbers

- **935,719 Oregon women** work, making up **47 percent** of the state workforce.<sup>1</sup>
- **47,691 Oregonians** gave birth between 2008 and 2009.<sup>2</sup>
- **567,177 Oregon children (68 percent)** live in families where all parents work.<sup>3</sup>
- **66,143 Oregon grandparents** live with grandchildren who are under 18.<sup>4</sup>
- **420,000 Oregonians** serve as family caregivers.<sup>5</sup>

### Existing Family Friendly Workplace Laws

#### **Expanded Family and Medical Leave**

- The Oregon family and medical leave law provides workers with greater access to job-protected leave than the federal Family and Medical Leave Act (FMLA). It applies to workers in businesses with 25 or more employees who have worked at least 25 hours per week in the past 180 days.<sup>6</sup> The law also defines “family” more broadly, incorporating domestic partners and their families into the definition.<sup>7</sup>

#### **Pregnancy Disability Leave**

- Female workers who have given birth are able to take an additional 12 weeks of pregnancy disability leave on top of the standard 12 weeks of family and medical leave available under the federal FMLA. Like Oregon FMLA leave, this leave applies to workers in businesses with 25 or more employees who have worked at least 25 hours per week in the past 180 days.

#### **Flexible Use of Sick Leave**

- Workers who earn paid sick days are entitled to use them to care for a family member with a serious health condition or to care for a sick child.<sup>8</sup>

#### **Time and Place to Pump**

- Businesses with 25 or more employees must provide all female workers with a 30-minute rest period every four hours and a place other than a bathroom to express breast milk at work, for up to 18 months after childbirth.<sup>9</sup>

# Family Friendly Workplace Legislation Introduced in 2011

## **S. 506, Family Leave**

Introduced: 01/10/2011. Passed Senate Business, Transportation and Economic Development Committee: 04/15/11. Passed Senate: 04/19/11.

Sponsor: Boquist (R)

- Allows workers eligible for family and medical leave to take up to two weeks of their 12-week annual allotment to recover from the death of a family member, and up to six weeks of their annual allotment to receive counseling or medical treatment to cope with the death of a family member.

## **H. 2905, Family Leave for Purposes of Academic Activities**

Introduced: 01/11/2011

Sponsor: Doherty (D)

- Expands the state's family and medical leave law to allow eligible workers to use up to 18 hours of the leave annually to participate in activities related to their child's schooling.

## **H. 2038, Milk in the Workplace**

Introduced: 01/11/2011

Sponsor: Roblan (D)

- Confirms state law related to the expression of milk in the workplace to federal law. The legislation slightly amends the current state law to require "reasonable rest periods" as needed by the worker to express milk, rather than the current language requiring employers to provide a 30-minute rest period every four hours.

## **S. 825/H. 3401, Task Force on Family Issues in the Workplace**

Introduced: 02/22/2011

Sponsor: Rosenbaum (D)

- Establishes a state Work and Family Life Task Force, which is directed to study issues related to work and family life and make recommendations for legislation.

*For more information about family friendly workplace laws or to get involved in a state campaign, please contact the National Partnership for Women & Families at [info@nationalpartnership.org](mailto:info@nationalpartnership.org).*

<sup>1</sup> U.S. Census Bureau. (2009). *Selected Social Characteristics in the United States: 2009*. OR. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-context=adp&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP2&-ds\\_name=ACS\\_2009\\_1YR\\_G00\\_-tree\\_id=309&-redoLog=true&-\\_caller=geoselect&-geo\\_id=04000US41&-format=&-lang=en](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-context=adp&-qr_name=ACS_2009_1YR_G00_DP2&-ds_name=ACS_2009_1YR_G00_-tree_id=309&-redoLog=true&-_caller=geoselect&-geo_id=04000US41&-format=&-lang=en)

<sup>2</sup> U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009*. OR. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=04000US41&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP3&-context=adp&-ds\\_name=&-tree\\_id=309&-\\_lang=en&-redoLog=false&-format=](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US41&-qr_name=ACS_2009_1YR_G00_DP3&-context=adp&-ds_name=&-tree_id=309&-_lang=en&-redoLog=false&-format=)

<sup>3</sup> See note 1.

<sup>4</sup> See note 2.

<sup>5</sup> AARP Public Policy Institute. (2007). Valuing the Invaluable: A New Look at State Estimates of the Economic Value of Family Caregiving (Data Update). *Data Digest 158R*, 3. Retrieved 21 March 2011, from <http://www.caregiving.org/data/AARPDDataUpdate-StateEstimatesofEconomicValue.pdf>

<sup>6</sup> ORS §§ 659A.150, et seq.

<sup>7</sup> ORS §§ 106.340, 659A.150(4).

<sup>8</sup> ORS §§ 106.340, et seq.

<sup>9</sup> ORS §§ 653.077, et seq.



*The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [www.nationalpartnership.org](http://www.nationalpartnership.org).*