

In Oregon, Veterans are Entitled to a Day Off Work on Veterans Day

© 2013 Lisa Amato, Wyse Kadish LLP

Beginning this year, on Veterans Day, Monday, November 11, 2013, employers are required to give an eligible employee who is otherwise scheduled to work on Veterans Day the day off upon their request.

Eligible employees must have served in the Armed Forces and meet the definition of Veteran in ORS 408.225. Military service in a reserve or National Guard unit does not qualify an employee as a veteran, unless the employee was deployed or served on active duty for at least 6 months.

The eligible veteran must give their employer at least 21 calendar days' notice that the employee intends to take time off for Veterans Day and provide documents showing that the employee is a veteran as defined in ORS 408.225. Employers must respond to the request at least 14 days prior to Veterans Day, and the response must inform the employee whether he or she will receive time off on Veterans Day and whether the time off will be paid or unpaid. Whether the time off is paid or unpaid is at the discretion of the employer.

Employers may deny the eligible veteran's request only if the employer can demonstrate that granting the request would cause a significant economic or operational disruption or an undue hardship to the company. In those circumstances, the employer must then allow the eligible veteran a single day off before the following Veterans Day to honor the holiday. That day off must be in addition to any other time off to which the employee would otherwise be entitled.

This new law is effective immediately. If questions remain about an employee's eligibility under the Veterans Day law, please contact Lisa Amato.

DISCLAIMER *This summary provides general information and should not be construed as legal advice or a legal opinion on any specific facts or circumstances. If you have specific legal questions, please contact Lisa Amato at Wyse Kadish LLP, 503.228.8448, or laa@wysekadish.com*

LISA A. AMATO

Advises clients in employment law, represents employers and management in employment litigation, and assists federal contractors with affirmative action and compliance.

621 SW Morrison, Suite 1300
Portland, Oregon 97205
503.228.8448
www.wysekadish.com
laa@wysekadish.com

Wyse Kadish LLP was formed in 1985 with the mission of providing high quality legal services to businesses and individuals in a collegial small firm atmosphere.

Our areas of expertise include employment law, business planning, real estate, estate planning and administration, family law, general and complex civil litigation, mediation and alternative dispute resolution.