

House of Representatives State of Utah

UTAH STATE CAPITOL COMPLEX • 350 STATE CAPITOL P.O. BOX 145030 • SALT LAKE CITY, UTAH 84114-5030 • (801) 538-1029

February 2, 2024

Mr. Speaker,

The Judiciary Committee reports a favorable recommendation on **H.B. 396**, WORKPLACE DISCRIMINATION AMENDMENTS, by Representative B. Brammer, with the following amendments:

- 1. Page 1, Lines 12 through 16:

 - act in a manner that the employee believes would burden or offend the employee's
 - 14 religious { , moral, or conscientious } beliefs.
 - 15 Money Appropriated in this Bill:
 - None None
- 2. Page 2, Lines 28 through 30:
 - 28 <u>action, or inaction that burdens or offends a religious</u> { , moral, or conscientious } belief, including
 - 29 dress and grooming requirements, speech, scheduling, prayer, and abstention, including
 - 30 <u>abstentions relating to healthcare.</u>
- 3. Page 2, Lines 43 through 46:
 - 43 (4) An employer may not compel an employee to engage in religiously objectionable
 - expression that the employee reasonably believes would burden or offend the employee's
 - 45 <u>religious</u> { , moral, or conscientious } <u>beliefs, unless accommodating the employee</u> would cause an
 - 46 undue burden to the employer by substantially interfering with the employer's:







H.B. 396 Judiciary Committee Report February 2, 2024 - Page 2

Respectfully,

Jon Hawkins Chair

Voting: 9-2-1 5 HB0396.HC1.wpd 2/2/24 5:32 pm jonadams/JOA AW2/RR2

Bill Number



