H.B. 396

WORKPLACE DISCRIMINATION AMENDMENTS

HOUSE COMMITTEE AMENDMENTS

AMENDMENT 1

FEBRUARY 2, 2024 12:45 PM

Representative **Brady Brammer** proposes the following amendments:

- 1. Page 1, Lines 12 through 16:
 - prohibits an employer from compelling an employee to communicate or otherwise
 - 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:
 - 16 None
- 2. Page 2, Lines 28 through 30:
 - 28 action, or inaction that burdens or offends a religious { 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</u>, unless accommodating the employee would cause an
 - undue burden to the employer by substantially interfering with the employer's: