

PROPOSED

HOUSE OF REPRESENTATIVES AMENDMENTS TO S.B. 1567

(Reference to Senate engrossed bill)

1 Page 1, line 5, after "form;" insert "complaint; investigation;"

2 Line 13, after "EMPLOYEE'S" insert "SINCERELY HELD"

3 Line 17, after the first "THE" insert "EMPLOYER'S"

4 Line 25, strike "VACCINATION" insert "VACCINE"

5 After line 44, insert:

6 "E. AN EMPLOYEE MAY FILE A COMPLAINT WITH THE ATTORNEY GENERAL IF
7 THE EMPLOYEE'S EMPLOYER DID NOT OFFER THE EMPLOYEE THE EXEMPTION FORM
8 PRESCRIBED IN SUBSECTION C OF THIS SECTION OR IMPROPERLY APPLIED OR DENIED
9 THE EMPLOYEE'S RELIGIOUS EXEMPTION REQUEST AND THE EMPLOYEE'S EMPLOYMENT
10 WAS TERMINATED, INCLUDING THE FUNCTIONAL EQUIVALENT OF TERMINATION.

11 F. THE ATTORNEY GENERAL SHALL INVESTIGATE ALL COMPLAINTS RECEIVED
12 PURSUANT TO SUBSECTION E OF THIS SECTION. THE INVESTIGATION, AT A MINIMUM,
13 SHALL DETERMINE WHETHER THE EMPLOYER IMPOSED A COVID-19 VACCINATION
14 MANDATE, WHETHER THE EMPLOYEE WAS OFFERED THE EXEMPTION FORM AND SUBMITTED
15 A PROPER EXEMPTION STATEMENT PURSUANT TO THIS SECTION AND WHETHER THE
16 EMPLOYEE WAS TERMINATED AS A RESULT OF THE EMPLOYER NOT PROVIDING THE
17 EMPLOYEE THE RELIGIOUS EXEMPTION FROM THE EMPLOYER'S VACCINATION MANDATE.
18 IF THE ATTORNEY GENERAL FINDS THAT THE EMPLOYER DID NOT OFFER THE EXEMPTION
19 FORM OR IMPROPERLY APPLIED OR DENIED THE RELIGIOUS EXEMPTION AND THE
20 EMPLOYEE'S EMPLOYMENT WAS TERMINATED, INCLUDING THE FUNCTIONAL EQUIVALENT
21 OF TERMINATION, THE ATTORNEY GENERAL SHALL NOTIFY THE EMPLOYER OF ITS
22 DETERMINATION AND ALLOW THE EMPLOYER THE OPPORTUNITY TO CORRECT THE
23 NONCOMPLIANCE.

1 G. EACH EMPLOYER SHALL NOTIFY ITS EMPLOYEES OF THE COMPLAINT PROCESS
2 PRESCRIBED IN SUBSECTIONS E AND F OF THIS SECTION.

3 H. THIS SECTION DOES NOT APPLY TO AN EMPLOYER IF THE EMPLOYER'S
4 COVID-19 VACCINATION MANDATE IS REQUIRED BY LAW."

5 Reletter to conform

6 Page 2, between lines 7 and 8, insert:

7 "2. "FUNCTIONAL EQUIVALENT OF TERMINATION" MEANS THAT EITHER:

8 (a) THE EMPLOYEE RESIGNED UNDER DURESS.

9 (b) THE EMPLOYER, THROUGH ITS ACTIONS, MADE WORKING CONDITIONS SO
10 DIFFICULT OR INTOLERABLE THAT A REASONABLE PERSON IN THE EMPLOYEE'S
11 POSITION WOULD FEEL COMPELLED TO RESIGN."

12 Renumber to conform

13 Strike lines 10 through 42

14 Amend title to conform

WALTER "WALT" BLACKMAN

1567BLACKMAN.docx

03/21/2022

3:23 PM

C: MH