

HB1260\_L.005

HOUSE COMMITTEE OF REFERENCE AMENDMENT

Committee on Business Affairs & Labor.

HB24-1260 be amended as follows:

- 1 Amend printed bill, page 4, line 2, strike "CIVIC, COMMUNITY,".
- 2 Page 4, line 3, strike "ORGANIZATION." and substitute "ORGANIZATION OR
- 3 ANY NONPROFIT ORGANIZATION ESTABLISHED FOR CHARITABLE OR
- 4 COMMUNITY WELFARE PURPOSES.".
- 5 Page 4, after line 3 insert:
  - 6 "(d) "RELIGIOUS MATTERS" MEANS MATTERS RELATING TO
  - 7 RELIGIOUS AFFILIATION AND PRACTICE AND THE DECISION TO JOIN OR
  - 8 SUPPORT ANY RELIGIOUS ORGANIZATION OR A NONPROFIT ORGANIZATION
  - 9 ESTABLISHED FOR CHARITABLE OR COMMUNITY WELFARE PURPOSES.".
- 10 Page 6, after line 8, insert:
  - 11 "(c) FOR AN ALLEGED VIOLATION OF SUBSECTION (2)(a) OF THIS
  - 12 SECTION AGAINST AN EMPLOYER, THE EMPLOYER HAS AN AFFIRMATIVE
  - 13 DEFENSE TO THE ALLEGATION IF THE EMPLOYER ESTABLISHES THAT THE
  - 14 EMPLOYER CONVEYED IN CLEAR AND CONSPICUOUS TERMS THAT THE
  - 15 EMPLOYEE HAD THE OPTION TO LEAVE THE MEETING WHERE THE
  - 16 VIOLATION ALLEGEDLY TOOK PLACE.".
- 17 Page 6, line 10, after "INSTITUTION," insert "NONPROFIT FAITH-BASED
- 18 HEALTH SYSTEM, NONPROFIT FAITH-BASED HEALTH FACILITY,".
- 19 Page 6, line 19, strike "SECTION 24-34-601;".

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