

February 6, 2019

PROPOSED AMENDMENTS TO HOUSE BILL NO. 1293

Page 1, line 21, overstrike "An" and insert immediately thereafter "Except in cases of emergency, an"

Page 2, line 3, remove the overstrike over "~~unless the employer can demonstrate that to do so~~"

Page 2, line 4, remove the overstrike over "~~would constitute~~"

Page 2, line 4, after "undue" insert "a severe financial"

Page 2, line 4, remove the overstrike over "~~hardship on~~"

Page 2, line 4, remove the overstrike over "~~the employer's business.~~"

Page 2, line 5, after the underscored period insert "Even in cases of severe financial hardship, the lack of accommodation may not be a regular practice."

Page 2, line 6, remove the overstrike over "~~unless~~"

Page 2, line 11, after "request" insert "the employer and employee have agreed in writing, at or after hiring, to waive this requirement"

Page 2, line 11, remove the overstrike over the overstruck period

Page 2, line 14, after "day" insert ", either under special circumstances or as a regular practice."

Page 2, line 14, after "stating" insert "; or that honoring the employee's request would cause the employer substantial economic burdens"

Page 2, line 17, remove the overstrike over "3."

Page 2, line 17, after the overstruck period insert: "As used in this section, an "emergency" is a situation that:

- a. Poses an immediate risk to health, life, property, or environment;
- b. Has caused loss of life, health detriments, property damage, or environmental damage;
- c. Has a high probability of escalating to cause immediate danger to life, health, property, or environment; or
- d. Impedes or inhibits an essential function necessary for the operation of a business."

Re-number accordingly