

H.B. 111

EMPLOYMENT TRAINING REQUIREMENT LIMITATIONS

HOUSE FLOOR AMENDMENTS

AMENDMENT 5

JANUARY 30, 2024 7:45 AM

Representative **Tim Jimenez** proposes the following amendments:

1. *Page 1, Lines 9 through 15:*

9 This bill prohibits, for purposes of employment discrimination, certain training or other
10 requirements that compel or require a written document or attestation professing an adherence to or
belief in certain concepts.

11 Highlighted Provisions:

12 This bill:

13 ▶ prohibits, for purposes of employment discrimination, training or other
14 requirements that compel or require a written document or attestation professing an adherence to or
belief in certain concepts;

15 ▶ ~~{clarifies that the prohibition does not prohibit certain objective
discussions;}~~ clarifies that training can occur on specified concepts but cannot require
attestation professing an adherence to or belief in specified concepts;

2. *Page 8, Lines 220 through 224:*

220 ~~{(h) (i) It is unlawful to require an individual, as a condition of employment,
221 ~~to~~ membership, certification, licensing, credentialing, or passing an examination, to training,
222 instruction, or any other required activity that espouses, promotes, advances, or compels the
223 individual to believe or to profess a belief in any of the following concepts and constitutes
224 discrimination based on race, color, sex, or national origin:}~~

(h) (i) An employer may not, as a condition of employment, advancement, promotion, or demotion,
require an individual to sign a document or attestation professing a belief in any of the following
concepts:

3. *Page 8, Line 243 through Page 9, Line 247:*

243 ~~{(ii) Nothing in this Subsection (1)(h) prohibits an objective discussion of the concepts
244 described in Subsection (1)(h)(i) as part of a course of training or instruction that does not
245 include an endorsement of the concepts or a requirement of adherence to or belief in the
246 concepts.}~~

(ii) A violation of Subsection (1)(h)(i) constitutes discrimination based on race, color, sex, or national
origin.

(iii) This Subsection (1)(h) does not prohibit an employer from training an employee on the concepts
described in Subsection (1)(h)(i) if the training does not include a requirement that the employee sign a

document or attestation professing a belief in the concepts described in Subsection (1)(h)(i).

247

~~{(iii)}~~ (iv) (A) The provisions of this Subsection (1)(h) are severable.