

HOUSE COMMITTEE OF REFERENCE AMENDMENT

Committee on Business Affairs & Labor.

HB24-1260 be amended as follows:

- 1 Amend printed bill, page 2, line 1, strike "and".
- 2 Page 3, strike lines 4 through 6, and substitute "their rights to opt out of political or religious meetings without fear of retaliation from an employer, as long as the meetings are not required by law and are not essential to the employee's job performance; and
  - 6 (h) While it is important to provide protections to employees, the 7 protections should not interfere with the ability of employers to provide 8 diversity, equity, and inclusion training to employees.".
- 9 Page 3, after line 14 insert:

10        "(3) The general assembly further declares that the protections in  
11 this act are not intended to:  
12        (a) Interfere with an employer's right to free speech;  
13        (b) Prohibit an employer's obligation to provide legally required  
14 trainings, such as sexual harassment training, or employer-initiated  
15 trainings related to diversity, equity, and inclusion;  
16        (c) Extend to employees in schools or hospitals run by religious  
17 institutions when discussing religious matters; or  
18        (d) Prohibit an employee from performing any aspects of required  
19 job duties.".

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