

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
- 3 political or religious meetings without fear of retaliation from an
- 4 employer, as long as the meetings are not required by law and are not
- 5 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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