

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