

Sixty-seventh Legislative Assembly of North Dakota

Introduced by Representative Hoverson

Re: Testimony in favor of HB 1204

Attn: Committee Members,

I, Todd Kjelland am writing in favor of passing House Bill 1204 with additional safeguards for North Dakota employees. I am a former LTC worker who has been directly affected with employment termination regarding mandated mask policy.

I am in favor of limiting mandatory mask wearing as mandated by employers as written in this bill. However, In addition to Section 1 paragraph 2. This opt-out provision does not apply to an employee whose employer determines due to the nature of the employment setting, the wearing of a face covering is essential.

I would like verbiage to be consistent with Title VII of the Civil Rights Act of 1964 which prohibits employment discrimination based on religion. This includes refusing to accommodate an employee's sincerely held religious beliefs or practices **unless the accommodation would impose an undue hardship (more than a minimal burden on operation of the business)**

I recommend Section 1, Paragraph 2 state: **This opt-out provision does not apply to an employee whose employer determines due to the nature of the employment setting, the wearing of a face covering is proven essential and is in alignment of Title VII of the Civil Rights Act of 1964 which prohibits employment discrimination based on religion. This includes refusing to accommodate an employee's sincerely held religious beliefs or practices unless the accommodation would impose an undue hardship (more than a minimal burden on operation of the business)**

Thank you for your time and consideration. I am available for conversation at 701-331-2956.

Todd Kjelland

Email:emocoach@live.com

Phone:701-331-2956