

REVENUE: No revenue impact

FISCAL: Fiscal statement issued

Action:	Do Pass the A-Engrossed Measure
Vote:	4 - 1 - 0
Yeas:	Avakian, Kruse, Monnes Anderson, Brown
Nays:	Ferrioli
Exc.:	0
Prepared By:	Marjorie Taylor, Administrator
Meeting Dates:	6/20

WHAT THE MEASURE DOES: Requires employer to allow employee to use vacation or other available leave for religious observance and to allow employees to wear religious clothing, take time off for a holy day, or to take time off for religious observance, if doing so does not impose undue hardship on the employer's business operation. Defines "undue hardship" to be an accommodation that would require significant difficulty or expense, including consideration of safety requirements. Specifies that school district, education service district or public charter school does not commit unlawful employment practice by reason of prohibiting teacher from wearing religious dress while engaged in performance of duties as teacher.

ISSUES DISCUSSED:

- Ability of employees to observe their Sabbath
- Encouraging employers and employees to compromise
- Rise in religious discrimination claims

EFFECT OF COMMITTEE AMENDMENT: No amendment.

BACKGROUND: Federal law requires employers to "reasonably accommodate" employees' religious observances, practices, and beliefs. However, employers need not "reasonably accommodate" if the employers can show that accommodation would cause an "undue hardship" on business. "Reasonable accommodation" and "undue hardship" are determined by the facts in each particular situation. Employers are responsible for showing that reasonable attempts were made to accommodate the employee's religious observations and practices.