

**REVENUE: No revenue impact**

**FISCAL: Minimal fiscal impact, no statement issued**

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**Action:** Do Pass  
**Vote:** 5 - 2 - 1  
**Yeas:** Edwards C., Gelser, Nolan, Read, Roblan  
**Nays:** Garrard, Jenson  
**Exc.:** Berger  
**Prepared By:** Theresa Van Winkle, Administrator  
**Meeting Dates:** 6/18

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**WHAT THE MEASURE DOES:** Modifies the definition of “political matters” and “religious matters,” and the scope of immunity from adverse employment action against employees, as outlined in Senate Bill 519-A (2009).

**ISSUES DISCUSSED:**

- Potential employer liability
- Legality of Senate Bill 519-A
- Effect of the “political matters” and “religious matters” revised definitions

**EFFECT OF COMMITTEE AMENDMENT:** No amendment.

**BACKGROUND:** Senate Bill 519-A (2009) outlines specific employee and employer rights related to participation in employer-sponsored meetings or communications regarding religious or political matters. House Bill 3507 modifies the definitions of “political matters” to include activities related to political policy affiliation, campaigns for ballot measures, political candidates, and the decision of whether to join or support any lawful political or constituent group; and “religious matters” to include activities related to religious affiliation or the decision of whether to join or support a bona fide religious organization. The measure also clarifies the scope of immunity from adverse employment action against employees who to participate in or receive workplace communications regarding the employers’ opinions on religious or political matters.