

**REVENUE:** No revenue impact

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

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**Action:** Do Pass as Amended and Be Printed Engrossed

**Vote:** 3 - 2 - 0

**Yeas:** Monnes Anderson, Prozanski, Rosenbaum

**Nays:** George, Telfer

**Exc.:** 0

**Prepared By:** Jeremy Sarant, Administrator

**Meeting Dates:** 3/4, 4/27

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**WHAT THE MEASURE DOES:** Prohibits adverse employment action against employee for declining to participate in employer-sponsored meeting or communication about religious or political matters. Creates employee civil cause of action. Requires employer to post notice of employee rights. Provides exceptions for religious or political organizations, and for legally-required or voluntary meetings or communications. Clarifies that bill would not prohibit mandatory meetings of the employer's executives or administrative personnel to discuss issues, including those subjects covered by the bill.

**ISSUES DISCUSSED:**

- Impact on attempts to organize employees into a union
- Impact on employer/employee relations
- Legality of proposed legislation
- Impact on employers' ability to communicate with employees

**EFFECT OF COMMITTEE AMENDMENT:** Clarifies that bill would not prohibit mandatory meetings of the employer's executives or administrative personnel to discuss issues, including those subjects covered by the bill.

**BACKGROUND:** Although current laws protect employees from certain forms of discrimination, no law protects employees from being required by their employer to attend religious or political meetings, including meetings concerning union organization, or to be disciplined for refusing to do so.