

SENATE AMENDMENTS TO A-ENGROSSED HOUSE BILL 3686

By COMMITTEE ON RULES

February 22

1 On page 1 of the printed A-engrossed bill, line 2, after “practices;” insert “creating new pro-
2 visions;”.

3 In line 11, delete “subsection (4)” and insert “subsections (4) and (5)”.

4 In line 18, after “clothing” insert “in accordance with the employee’s sincerely held religious
5 beliefs”.

6 In line 21, delete “subsection (4)” and insert “subsections (4) and (5)”.

7 On page 2, after line 18, insert:

8 “(5) A reasonable accommodation imposes an undue hardship on the operation of the business
9 of the employer for the purposes of this section if the accommodation would constrain the legal
10 obligation of a school district, education service district or public charter school to:

11 “(a) Maintain religious neutrality in the school environment; or

12 “(b) Refrain from endorsing religion.

13 **“SECTION 2. The amendments to ORS 659A.033 by section 1 of this 2010 Act apply only
14 to conduct that occurs on or after the effective date of this 2010 Act.”.**

15 In line 19, delete “2” and insert “3”.

16 In line 20, delete “3” and insert “4”.

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