

Requested by Representative NELSON

**PROPOSED AMENDMENTS TO
HOUSE BILL 4093**

1 On page 2 of the printed bill, delete lines 25 through 27 and insert:

2 “(i) The employer uses minimum physical requirements set forth in a job
3 posting without connecting the physical requirements to the essential func-
4 tions of the job.”.

5 Delete lines 39 through 45.

6 On page 3, delete lines 1 through 7 and insert:

7 “(3)(a) An employer may not deny an employee’s request to have a support
8 person accompany the employee in any discussion over matters concerning
9 reasonable accommodation, provided that the support person:

10 “(A) Does not disrupt or inhibit the discussion; and

11 “(B) Agrees in advance to comply with the confidentiality requirements
12 related to the employee’s personal health information as described in para-
13 graph (b) of this subsection, including by written acknowledgment if required
14 by the employer.

15 “(b) An employer may require a support person to sign a written ac-
16 knowledgment agreeing to keep confidential any of the employee’s personal
17 health information that is revealed during the course of the discussion, un-
18 less the employee consents to disclosure.”.