

HB0841/246254/10

KING

BY: Commerce and Government Matters Committee

AMENDMENTS TO HOUSE BILL NO. 841
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in the sponsor line, strike “and Goldwater” and substitute “Goldwater, R. Baker, Genn, Frank, E. Burns, and Parker”.

AMENDMENT NO. 2

On page 1, strike beginning with “defining” in line 4 down through “defenses” in line 7 and substitute “altering a certain definition; specifying certain factors that are to be used in making a certain determination”.

AMENDMENT NO. 3

On page 1, in line 23, after “hardship” insert “OR EXPENSE”; strike in their entirety lines 24 and 25, inclusive; in line 26, strike “(3)” and substitute “(2)”; in the same line strike “INCLUDED” and substitute “CONSIDERED”; and in line 28, strike “REQUIRES THE EMPLOYER TO INCUR SIGNIFICANT DIFFICULTY” and substitute “CAUSES THE EMPLOYER UNDUE HARDSHIP”.

AMENDMENT NO. 4

On page 2, in line 2, strike the second “AND”; and in line 4, strike the period and substitute “:

(III) THE ACTION CONFLICTS WITH A COLLECTIVE BARGAINING AGREEMENT; AND

(IV) THE ACTION PLACES A SIGNIFICANT BURDEN ON OTHER EMPLOYEES.

(3) AN ACCOMMODATION BY AN EMPLOYER TO AN EMPLOYEE FOR A

(Over)

RELIGIOUS OBSERVANCE, PRACTICE, OR BELIEF THAT CAUSES THE EMPLOYER TO INCUR DE MINIMIS EXPENSE IS NOT AN UNDUE HARDSHIP OR EXPENSE UNDER THIS SUBSECTION.”.

AMENDMENT NO. 5

On page 3, strike in their entirety lines 14 through 40, inclusive.

On page 4, strike in their entirety lines 1 through 7, inclusive, and substitute:

“(F) IT IS AN UNLAWFUL EMPLOYMENT PRACTICE FOR AN EMPLOYER NOT TO REASONABLY ACCOMMODATE AN EMPLOYEE, OR AN APPLICANT FOR EMPLOYMENT, FOR RELIGIOUS OBSERVANCE, PRACTICE, OR BELIEF UNLESS IT IS DETERMINED THAT THE ACCOMMODATION CAUSES THE EMPLOYER AN UNDUE HARDSHIP OR EXPENSE UNDER § 15(F)(2) OF THIS SUBTITLE.”.

AMENDMENT NO. 6

On page 5, after line 9, insert:

“SECTION 3. AND BE IT FURTHER ENACTED, That, for the period October 1, 1997 through September 30, 1999, the Maryland Commission on Human Relations shall collect, maintain, and analyze information and data on the implementation of this Act. By December 31, 1999, the Commission shall submit a report of its findings, together with any recommendations it wishes to propose, regarding the implementation of this Act to the Governor and, subject to § 2-1312 of the State Government Article, to the Legislative Policy Committee of the General Assembly.”.

On page 5, in line 10, strike “3.” and substitute “4.”.