

HB0536/223427/1

BY: Delegate Rose

AMENDMENTS TO HOUSE BILL 536, AS AMENDED
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 6, after “condition;” insert “authorizing an employer to consider a certain operational impact in determining an undue burden imposed by a certain transfer request by an employee;”.

AMENDMENT NO. 2

On page 3, in line 1, after “(e)” insert “**(1)**”; in lines 4 and 7, strike “(1)” and “(2)”, respectively, and substitute “**(I)**” and “**(II)**”, respectively; in lines 9, 11, 12, and 14, strike “(i)”, “(ii)”, “(iii)”, and “(iv)”, respectively, and substitute “**1.**”, “**2.**”, “**3.**”, and “**4.**”, respectively; and after line 14, insert:

“(2) TO DETERMINE WHETHER AN UNDUE BURDEN IS IMPOSED BY A TRANSFER REQUEST BY AN EMPLOYEE UNDER PARAGRAPH (1) OF THIS SUBSECTION, AN EMPLOYER MAY CONSIDER THE OPERATIONAL IMPACT OF ANY STAFFING GAP CREATED BY THE TRANSFER, INCLUDING:

(I) THE AVAILABILITY OF OTHER PERSONNEL TO PERFORM THE DUTIES OF THE TRANSFERRED EMPLOYEE; AND

(II) THE COST AND FEASIBILITY OF TEMPORARY COVERAGE.”.