6261-S AMS MCCO JOSU 252

**SSB 6261** - S AMD **1067**

By Senator McCoy

**WITHDRAWN 02/18/2020**

 On page 1, line 11, after "employee"" insert "or "employee""

On page 1, line 13, after "employer" insert "or a farm labor contractor"

On page 1, line 13, after "with" strike "the employer's" and insert "((~~the employer's~~))"

On page 3, beginning on line 12, after "((~~because~~))" strike all material through "because" on line 13 and insert "when a substantial motivating factor for the adverse action is that"

On page 3, line 14, after "The employee" strike "or former employee"

On page 3, line 16, after "~~services.~~))" insert "that is directly"

On page 3, line 17, after "the" strike "employee or former"

On page 3, line 18, after "The employee" strike "or former employee"

On page 3, beginning on line 19, after "employee" strike all material through "employee" on line 20

On page 3, line 22, after "The employee" strike "or former employee"

On page 3, at the beginning of line 24, strike all material through "regulations;" on line 27 and insert "((~~(4) The employee has discussed or consulted with anyone concerning the employee's rights under this chapter.~~))"

Reletter the remaining subsections consecutively and correct any internal references accordingly.

On page 3, line 28, after "The employee" strike "or former employee"

On page 3, line 30, after "the employee" strike "or former employee"

On page 3, line 34, after "The employee" strike "or former employee"

On page 3, line 37, after "The employee" strike "or former employee"

On page 3, line 38, after "the" strike "employee or former"

On page 4, line 3, after "The employee" strike "or former employee"

On page 4, line 4, after "the employee" strike "or former employee"

On page 4, line 6, after "The employee" strike "or former employee"

Beginning on page 4, line 25, strike all of subsection (B)

Reletter the remaining subsections consecutively and correct any internal references accordingly.

On page 4, line 36, after "government" insert ", or otherwise good faith conduct taken in a reasonable effort to comply with immigration laws"

Beginning on page 4, line 37, strike all of section 3

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|  |  EFFECT:  Modifies the prohibition on taking adverse action to be when a substantial motivating factor for the adverse action is one of the specified items listed in the bill, such as the employee making a claim or instituting an action. Removes former employee from the prohibition on taking adverse action because agricultural employee included a person who "has rendered" personal services to an agricultural employer. Modifies the definition of agricultural employee to include employees of a farm labor contractor. Removes the provision defining the use of the federal e-verify system in certain circumstances as an unfair immigration-related practice.  |

**--- END ---**