

**SSB 6261 - S AMD 1029**

By Senator McCoy

PULLED 02/17/2020

- 1 On page 1, line 11, after "employee" insert "or "employee""
- 2 On page 1, line 13, after "employer" insert "or a farm labor  
3 contractor"
- 4 On page 1, line 13, after "with" strike "the employer's" and  
5 insert "~~((the employer's))~~"
- 6 On page 3, beginning on line 12, after "~~((because))~~" strike all  
7 material through "because" on line 13 and insert "when a substantial  
8 motivating factor for the adverse action is that"
- 9 On page 3, line 14, after "The employee" strike "or former  
10 employee"
- 11 On page 3, line 16, after "~~services-))~~" insert "that is directly"
- 12 On page 3, line 17, after "the" strike "employee or former"
- 13 On page 3, line 18, after "The employee" strike "or former  
14 employee"
- 15 On page 3, beginning on line 19, after "employee" strike all  
16 material through "employee" on line 20
- 17 On page 3, line 22, after "The employee" strike "or former  
18 employee"
- 19 On page 3, at the beginning of line 24, strike all material  
20 through "regulations;" on line 27 and insert "~~((4) The employee has  
21 discussed or consulted with anyone concerning the employee's rights  
22 under this chapter.))~~"
- 23 Reletter the remaining subsections consecutively and correct any  
24 internal references accordingly.

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

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

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

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

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

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

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

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

16 On page 4, line 27, after "under" insert "federal law or  
17 regulations or"

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

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

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22 On page 1, at the beginning of line 5 of the title, strike "and  
23 19.30.200"

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. Allows the use of the federal e-verify system as authorized under federal law or regulations.

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