



Sen. Natalie Toro

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LRB103 04925 JRC 73460 a

1 AMENDMENT TO HOUSE BILL 2161

2 AMENDMENT NO. _____. Amend House Bill 2161 on page 28, by
3 replacing lines 16 through 21 with the following:

4 "(E) Nothing contained in this Act may be construed to
5 obligate an employer, employment agency, or labor organization
6 to make accommodations or modifications to reasonable
7 workplace rules or policies for an employee based on family
8 responsibilities, including accommodations or modifications
9 related to leave, scheduling, productivity, attendance,
10 absenteeism, timeliness, work performance, referrals from a
11 labor union hiring hall, and benefits, as long as its rules or
12 policies are applied in accordance with this Act. Further,
13 nothing contained in this Act prevents an employer from taking
14 adverse action or otherwise enforcing reasonable workplace
15 rules or policies related to leave, scheduling, productivity,
16 attendance, absenteeism, timeliness, work performance,
17 referrals from a labor union hiring hall, and benefits against
18 an employee with family responsibilities as long as its

1 policies are applied in accordance with this Act."; and

2 on page 30, immediately above line 2, by inserting the
3 following:

4 "(Text of Section after amendment by P.A. 103-472)".