

Measure: SB1878

Author: Representative Pam Peterson

Subject: Public health and safety

Provisions:

Section 1: Titles act Freedom of Conscience Act

Section 2: Provides definitions for terminology used throughout the act

Section 3: New law stating that “An employer shall not discriminate against an employee or prospective employee by refusing to reasonably accommodate the religious observance or practice of the employee or prospective employee, unless the employer can demonstrate that the accommodation would pose an undue hardship on the program, enterprise, or business of the employer”, in circumstances such as abortion (excluding the prescription of birth control), embryonic stem cell research, assisted suicide, etc.

Section 4: No health care facility is required to admit any patient or to allow the use of the health care facility for the purpose of performing any of the acts specified in Section 3 of this act. Forbids employees of healthcare facilities who object to the procedures specified in Section 3 from being punished by the employer for refusing to participate in those procedures. These employees are also immune from liability from any damages caused by the refusal to participate. The objection by the employee must be in writing.

Section 5: Forbids discrimination in hiring someone who refuses or intends to refuse to participate in the procedures spelled out in Section 3

Section 6: Allows persons adversely affected by conduct that is a violation of this act to collect damages other than noneconomic.

Section 7: Effective date November 1, 2008

Prepared by: Dante Giancola, Deputy Director

Date: March 25, 2008