

Requested by Representative RUIZ

**PROPOSED AMENDMENTS TO
HOUSE BILL 4127**

1 On page 1 of the printed bill, line 4, delete “5” and insert “6”.

2 In line 6, delete “5” and insert “6”.

3 On page 3, delete lines 11 through 29 and insert:

4 “(3) An employer may not take an adverse employment action against an
5 employee for failing to meet a quota for which an employee did not receive
6 written documentation required under subsection (1) of this section.

7 **“SECTION 4. Employee right to request.** (1) If a current or former em-
8 ployee of an employer believes that the employee has been disciplined for
9 failing to meet a quota, the current or former employee shall have a right,
10 upon request, to receive records as follows:”.

11 On page 4, after line 10, insert:

12 **“SECTION 6. Effect of collective bargaining agreement.** Sections 3
13 and 4 of this 2024 Act do not apply to an employer who is subject to a
14 collective bargaining agreement the terms of which include an em-
15 ployee performance evaluation metric that is based on established en-
16 gineering methods and scientific principles and that is subject to
17 review and negotiation according to the terms of the agreement.”.

18 In line 11, delete “6” and insert “7”.

19 In line 13, delete “7” and insert “8”.

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