

## HOUSE AMENDMENTS TO HOUSE BILL 4093

By COMMITTEE ON LABOR AND WORKFORCE DEVELOPMENT

February 13

- 1      On page 2 of the printed bill, delete lines 25 through 27 and insert:
  - 2      “(i) The employer uses minimum physical requirements set forth in a job posting without connecting the physical requirements to the essential functions of the job.”.
  - 3      Delete lines 39 through 45.
  - 4      On page 3, delete lines 1 through 7 and insert:
    - 5      “(3)(a) An employer may not deny an employee’s request to have a support person accompany the employee in any discussion over matters concerning reasonable accommodation, provided that the support person:
      - 6      “(A) Does not disrupt or inhibit the discussion; and
      - 7      “(B) Agrees in advance to comply with the confidentiality requirements related to the employee’s personal health information as described in paragraph (b) of this subsection, including by written acknowledgment if required by the employer.
    - 8      “(b) An employer may require a support person to sign a written acknowledgment agreeing to keep confidential any of the employee’s personal health information that is revealed during the course of the discussion, unless the employee consents to disclosure.”.
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