

# OFFICE OF FISCAL ANALYSIS

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SB-440

AN ACT PROTECTING EMPLOYEE FREEDOM OF SPEECH AND  
CONSCIENCE.

## AMENDMENT

LCO No.: 10151

File Copy No.: 855

Senate Calendar No.: 451

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### ***OFA Fiscal Note***

### ***Potential Cost***

The amendment requires the state to indemnify employers for money damages paid as a result of an alleged violation of the bill's provisions in the event the bill is found unconstitutional. This results in a potential cost to the state, which could be significant in magnitude.

*The preceding Fiscal Impact statement is prepared for the benefit of the members of the General Assembly, solely for the purposes of information, summarization and explanation and does not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.*

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