



Offered by:  
SEN. FORMICA, 20<sup>th</sup> Dist.

To: Subst. Senate Bill No. 163                      File No. 482                      Cal. No. 324

(As Amended)

**"AN ACT PROTECTING EMPLOYEE FREEDOM OF SPEECH AND CONSCIENCE."**

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1        Strike subsection (c) of section 1 in its entirety and substitute the  
2        following in lieu thereof:

3        "(c) Nothing in this section shall prohibit: (1) An employer or its  
4        agent, representative or designee from communicating to its employees  
5        any information that the employer is required by law to communicate,  
6        but only to the extent of such legal requirement; (2) an employer or its  
7        agent, representative or designee from communicating to its employees  
8        any information that is necessary for such employees to perform their  
9        job duties; (3) an institution of higher education, or any agent,  
10       representative or designee of such institution, from meeting with or  
11       participating in any communications with its employees that are part of  
12       coursework, any symposia or an academic program at such institution;  
13       (4) casual conversations between employees or between an employee  
14       and an agent, representative or designee of an employer, provided  
15       participation in such conversations is not required; (5) a requirement  
16       limited to the employer's managerial and supervisory employees; or (6)

17 an employer or its agent, representative or designee from  
18 communicating to its employees any information relating to an  
19 organization that is exempt from taxation under Section 501(c)(3) of the  
20 Internal Revenue Code of 1986, or any subsequent corresponding  
21 internal revenue code of the United States, as amended from time to  
22 time."