



Offered by:

SEN. KELLY, 21st Dist.

SEN. FORMICA, 20th Dist.

To: Subst. Senate Bill No. 163

File No. 482

Cal. No. 324

(As Amended)

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

1 After subsection (d) of section 1, insert the following:

2 "(e) In the event that the provisions of this section are determined to
3 be unconstitutional or preempted by federal law by a court of competent
4 jurisdiction, the state shall indemnify and hold harmless any employer
5 who is required to pay money damages to an employee as the result of
6 an alleged violation of the provisions of this section. Such
7 indemnification shall include an award of reasonable attorney's fees,
8 including any attorney's fees incurred to challenge whether the
9 provisions of this section are unconstitutional or preempted by federal
10 law."