



Offered by:
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 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 on any topic
19 communicated to its employees by a representative of a labor
20 organization within the thirty-day period following the date on which
21 the communication by the representative of a labor organization was
22 made."