

AMENDMENTS TO LB586

(Amendments to Standing Committee amendments, AM289)

Introduced by Campbell, 25.

1 1. Strike section 9 and insert the following new section:

2 Sec. 9. Section 48-1103, Reissue Revised Statutes of Nebraska, is
3 amended to read:

4 48-1103 (1) The Nebraska Fair Employment Practice Act shall not
5 apply to:

6 (a 1) A religious corporation, association, or society with respect
7 to the employment of individuals of a particular religion to perform work
8 connected with the carrying on by such corporation, association, or
9 society of its religious activities; ~~or~~

10 (b 2) The employment of any individual (i a) by his or her parent,
11 grandparent, spouse, child, or grandchild or (ii b) in the domestic
12 service of any person; or -

13 (c) The hiring or termination of individuals whose duties are
14 ministerial, in that they consist of teaching or spreading theological
15 doctrine or belief, religious governance, supervision of a religious
16 order, supervision of persons teaching or spreading theological doctrine
17 or belief, or supervision or participation in religious ritual or worship
18 by any religious corporation, association, or society.

19 (2) The Nebraska Fair Employment Practice Act shall not be
20 interpreted to infringe upon the freedom of expressive association or the
21 free exercise of religion protected by the First Amendment of the United
22 States Constitution. An employee may express the employee's religious or
23 moral beliefs and commitments in the workplace in a reasonable, non-
24 disruptive, and non-harassing way on equal terms with similar types of
25 expression of beliefs or commitments allowed by the employer in the
26 workplace unless the expression is in direct conflict with the essential

1 business-related interests of the employer. This subsection does not
2 apply to speech directed at customers, clients, or patients of any
3 covered entity.