

**SENATE AMENDMENT 3,
TO SENATE SUBSTITUTE AMENDMENT 1,
TO 2007 SENATE BILL 75**

March 6, 2008 – Offered by Senator LASSA.

1 At the locations indicated, amend the substitute amendment as follows:

2 **1.** Page 1, line 4: delete that line and substitute “breast–feeding her child,
3 extending the time limit for emergency rule procedures, providing an exemption
4 from emergency rule procedures, providing an exemption from rule–making
5 procedures, and granting rule–making authority.”.

6 **2.** Page 2, line 20: delete that line and substitute “on the employer’s program,
7 enterprise, or business. The department shall promulgate rules specifying the
8 duties or environment of employment that pose a substantial hazard to the present
9 or future health of an employee who is pregnant or who is breast–feeding her child
10 or of her child or unborn child.”.

11 **3.** Page 2, line 20: after that line insert:

12 **“SECTION 3m. Nonstatutory provisions.**

1 (1) REASONABLE ACCOMMODATION OF PREGNANT OR BREAST-FEEDING EMPLOYEE;
2 RULES.

3 (a) The department of workforce development shall submit in proposed form
4 the rules required under section 111.36 (1) (c) 1. of the statutes, as created by this act,
5 to the legislative council staff under section 227.15 (1) of the statutes no later than
6 the first day of the 4th month beginning after the effective date of this paragraph.

7 (b) Using the procedure under section 227.24 of the statutes, the department
8 of workforce development shall promulgate as emergency rules the rules required
9 under section 111.36 (1) (c) 1. of the statutes, as created by this act, for the period
10 before the effective date of the permanent rules submitted under paragraph (a). The
11 department shall promulgate those emergency rules by no later than the first day
12 of the 4th month beginning after the effective date of this paragraph.
13 Notwithstanding section 227.24 (1) (c) and (2) of the statutes, emergency rules
14 promulgated under this paragraph remain in effect until October 1, 2009, or the date
15 on which the permanent rules take effect, whichever is sooner. Notwithstanding
16 section 227.24 (1) (a) and (3) of the statutes, the department is not required to provide
17 evidence that promulgating a rule under this paragraph as an emergency rule is
18 necessary for the preservation of the public peace, health, safety, or welfare and is
19 not required to provide a finding of emergency for a rule promulgated under this
20 paragraph.”.

21 **4.** Page 3, line 1: after “(1)” insert “COLLECTIVE BARGAINING AGREEMENTS.”.

22 **5.** Page 3, line 5: after that line insert:

23 “**SECTION 4m. Effective dates.** This act takes effect on the first day of the 4th
24 month beginning after publication, except as follows:

