H-8220

1   Amend Senate File 2364, as amended, passed, and reprinted by
2 the Senate, as follows:
3   1. Page 9, after line 33 by inserting:
4   <Sec. ___. NEW SECTION. **26A.5 Employee rights during**
5 **infectious disease emergencies.**
6   1. For purposes of this section, *"period of infectious*
7 *disease emergency"* means that period of time that a disease or
8 virus determined to be life-threatening to a person exposed to
9 the disease or virus has been declared a pandemic, epidemic, or
10 public health emergency by the federal government, governor, or
11 local public health authorities.
12   2. Except as prohibited by federal law, an employee
13 performing work during a period of infectious disease emergency
14 on a public improvement subject to a guaranteed maximum price
15 contract shall have all of the following rights:
16   *a.* Any collective bargaining agreement entered into by
17 employees performing work on a public improvement subject to
18 a guaranteed maximum price contract shall not be modified or
19 terminated by the employer, including pursuant to bankruptcy
20 proceedings, unless the employer does so pursuant to the terms
21 provided in the contract.
22   *b.* An employee shall have access to an employee
23 representative upon request. An employee, employer, or
24 employer representative shall not threaten, or discourage in
25 any way, an employee from communicating with the employee
26 representative.
27   *c.* An employee representative shall have access to the
28 workplace to verify that proper safety protocols are being
29 observed.
30   *d.* An employee representative may interview employees during
31 their shift without the employer or an employer representative
32 present. Such interviews shall be confidential. An employer
33 shall not threaten an employee to coerce the employee into
34 divulging the content of the conversation.
35   *e.* An employer shall remain neutral in employee collective

1 bargaining organizational efforts.>

2   2. By renumbering as necessary.

  _____

  HUNTER of Polk