

SENATE FILE NO. SF0099

Unfair employment practices-offsite lawful activities.

Sponsored by: Senator(s) Ellis and Hicks and
Representative(s) Simpson and Wilson

A BILL

for

1 AN ACT relating to labor and employment; declaring the
2 prohibition of lawful activities during nonworking hours
3 and off-site as an unfair employment practice; and
4 providing for an effective date.

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6 *Be It Enacted by the Legislature of the State of Wyoming:*

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8 **Section 1.** W.S. 27-9-105(a) by creating a new
9 paragraph (v) is amended to read:

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11 **27-9-105. Discriminatory and unfair employment**
12 **practices enumerated; limitations.**

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14 (a) It is a discriminatory or unfair employment
15 practice:

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(v) For an employer to terminate the employment of any employee because of the employee's engagement or participation in any lawful activity during nonworking hours that occurs off of the employer's premises or for an employer to restrict an employee's ability to participate in any lawful activity during nonworking hours that occurs off of the employer's premises unless the restriction:

(A) Relates to a bona fide occupational requirement or is reasonably and rationally related to the employment activities and responsibilities of a particular employee or particular group of employees rather than all employees of the employer; or

(B) Is necessary to avoid a conflict of interest or the appearance of a conflict of interest with any responsibilities to the employer.

Section 2. This act is effective July 1, 2021.

(END)