



SF0072

Employees-forced microchip implantation prohibited.

Sponsored By: Senator(s) Laursen, D, Biteman, Brennan, French, McKeown and Steinmetz and Representative(s) Allred, Haroldson, Heiner, Knapp, Locke, Rodriguez-Williams, Singh and Strock

AN ACT relating to labor and employment; prohibiting employers from requiring employees to have microchips implanted in the employees' bodies; specifying requirements for employers for employees' voluntary microchip implants; providing definitions; and providing for an effective date.

1/4/2023 Bill Number Assigned
1/9/2023 S Received for Introduction
1/11/2023 S Introduced and Referred to S10 - Labor
1/20/2023 S10 - Labor:Recommend Do Pass 5-0-0-0-0

ROLL CALL

Ayes: Senator(s) Baldwin, Barlow, Bouchard, Dockstader, Hutchings
Ayes 5 **Nays** 0 **Excused** 0 **Absent** 0 **Conflicts** 0

1/20/2023 S Placed on General File
1/24/2023 S COW:Passed

SF0072S2001/ADOPTED

Page 3-line 12 Delete "Create a hostile work environment for" and insert "Take an adverse employment action against".

Page 4-line 5 Delete "reasonable".

Page 4-line 6 Delete "accommodations" and insert "work alternatives.".

Page 6-line 14 After "technology" delete balance of line.

Page 6-line 15 Delete "employees" and insert "for the reasonable operations of the employer". NETHERCOTT, LAURSEN, D

1/25/2023 S 2nd Reading:Passed
1/26/2023 S 3rd Reading:Passed 19-12-0-0-0

ROLL CALL

Ayes: Senator(s) Biteman, Boner, Bouchard, Brennan, French, Furphy, Hicks, Hutchings, Ide, Jones, Kolb, Landen, Laursen, Mckeown, Pappas, Rothfuss, Salazar, Scott, Steinmetz

Nays: Senator(s) Anderson, Baldwin, Barlow, Case, Cooper, Dockstader, Ellis, Gierau, Kinskey, Nethercott, President Driskill, Schuler

Ayes 19 **Nays** 12 **Excused** 0 **Absent** 0 **Conflicts** 0

1/26/2023 H Received for Introduction
2/22/2023 H Introduced and Referred to H10 - Labor
2/24/2023 H10 - Labor:Recommend Amend and Do Pass 7-2-0-0-0

ROLL CALL

Ayes: Representative(s) Clouston, Hornok, O'hearn, Penn, Trujillo, Ward, Zwonitzer

Nays: Representative(s) Chadwick, Yin

Ayes 7 **Nays** 2 **Excused** 0 **Absent** 0 **Conflicts** 0

2/24/2023 H Placed on General File

SF0072HS001/ADOPTED

(TO ENGROSSED COPY)

Page 3-line 1 Delete "Ask" and insert "State".

Page 3-line 2 Delete "inquire"; delete "whether" and insert "that".

Page 3-line 3 Delete "will" and insert "must". ZWONITZER, DN, CHAIRMAN

SF0072HW001/FAILED

(TO ENGROSSED COPY)

Page 1-line 2 After "microchips" insert "involuntarily".

Page 1-line 3 Delete "specifying requirements"

Page 1-line 4 Delete entirely.

Page 1-line 12 Delete "**requirements for**".

Page 4-line 11 Delete ":" and insert "the implantation is voluntary".

Page 4-lines 13 through 22 Delete entirely.

Page 5-lines 1 through 23 Delete entirely.

Page 6-lines 1 through 10 Delete entirely.

Page 6-line 12 Delete "(g)" and insert "(e)". YIN

2/27/2023 H COW:Passed

SF0072H2001/ADOPTED

(TO ENGROSSED COPY)

Page 6-after line 14 Insert:

"(h) Any employee with an implanted microchip who travels across state lines shall meet the requirements of 9 C.F.R. part 86.". WESTERN

SF0072H2002/FAILED

(TO ENGROSSED COPY)

Page 1-line 2 After "microchips" insert "involuntarily".

Page 1-line 3 Delete "specifying requirements"

Page 1-line 4 Delete entirely.

Page 1-line 12 Delete "**requirements for**".

Page 4-line 11 Delete ":" and insert "the implantation is voluntary".

Page 4-lines 13 through 22 Delete entirely.

Page 5-lines 1 through 23 Delete entirely.

Page 6-lines 1 through 10 Delete entirely.

Page 6-line 12 Delete "(g)" and insert "(e)". YIN

2/28/2023 H 2nd Reading:Passed

SF0072H3001/ADOPTED (TO ENGROSSED COPY)

Page 6-after line 14 Delete the Western second reading amendment (SF0072H2001/AE) to this line. LOCKE

SF0072H3002/FAILED (TO ENGROSSED COPY)

Page 1-line 3 After "bodies;" delete balance of line.

Page 1-line 4 Delete entirely.

Page 1-line 12 Delete "; requirements for voluntary".

Page 1-line 13 Delete "implants".

Page 4-lines 5 through 22 Delete entirely.

Page 5-lines 1 through 23 Delete entirely.

Page 6-lines 1 through 14 Delete entirely.

Page 6-after line 14 Delete the Western second reading amendment (SF0072H2001/AE) to this line. ZWONITZER, DV

SF0072H3003/ADOPTED (TO ENGROSSED COPY)

Page 1-line 5 After "definitions;" insert "specifying applicability;".

Page 6-after line 14 Insert:

"Section 2. This act shall not be deemed to apply to any employment contract that was entered into before July 1, 2023."

Page 6-line 16 Delete "Section 2." and insert "Section 3.". CRAGO

3/1/2023 H 3rd Reading:Failed 28-32-2-0-0

ROLL CALL

Ayes: Representative(s) Andrew, Angelos, Banks, Bear, Clouston, Davis, Haroldson, Heiner, Hornok, Jennings, Knapp, Locke, Neiman, O'hearn, Ottman, Pendergraft, Penn, Rodriguez-Williams, Singh, Slagle, Smith, Strock, Styvar, Tarver, Trujillo, Ward, Washut, Winter

Nays: Representative(s) Allred, Berger, Brown, Burkhart, Jr, Chadwick, Chestek, Conrad, Crago, Eklund, Harshman, Henderson, Larsen, Lloyd, Larson, Jt, Lawley, Newsome, Nicholas, Niemiec, Northrup, Oakley, Obermueller, Olsen, Provenza, Sherwood, Speaker Sommers, Stith, Storer, Walters, Western, Wylie, Yin, Zwonitzer, Dan, Zwonitzer, Dave

Excused: Representative(s) Allemand, Byron

Ayes 28 **Nays** 32 **Excused** 2 **Absent** 0 **Conflicts** 0