

**BILL SUMMARY**  
2<sup>nd</sup> Session of the 59<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>SB 1856</b>
<b>Version:</b>	<b>FA1</b>
<b>Request Number:</b>	
<b>Author:</b>	<b>Rep. Osburn</b>
<b>Date:</b>	<b>4/12/2024</b>
<b>Impact:</b>	<b>Please see previous summary of this measure</b>

**Research Analysis**

The floor amendment to engrossed SB 1856 prohibits a reduction-in-force from being used as a retaliatory action. The amendment also stipulates that the low performance evaluation must have been conducted within the last 12 months.

Engrossed SB 1856, as amended, allows a low performance evaluation, conducted within the last 12 months, to be a considering factor for termination during a reduction-in-force. Additionally, using a reduction-in-force as a retaliation action is prohibited. The measure repeals [Title 74 Sections 840-2.28](#), [840-2.28A](#), and [840-2.28B](#), which relate to Voluntary Out Benefits.

Prepared By: Keana Swadley

**Fiscal Analysis**

The measure is currently under review and impact information will be completed.

Prepared By: House Fiscal Staff

**Other Considerations**

None.