

HB 1985 -- Health Care Whistleblower Protection Act

Sponsor: LeVota

This bill establishes the Health Care Whistleblower Protection Act which prohibits employers from taking retaliatory action against employees who disclose or threaten to disclose alleged prohibited activities or information that the employee reasonably believes constitutes improper quality of patient care. Within one year, an employee may bring a civil action against any employer violating the provisions of the bill. The bill allows the court to issue an injunction to stop the employers' illegal activity; reinstate the employee's position, benefits, and seniority rights; and order payment of lost wages, reasonable litigation costs, attorney fees, and punitive damages. If an employee brings an action without basis in law or fact, a court may order the employee to pay reasonable attorney fees and court costs. Employers must conspicuously display notices of the employee protections provided in the bill. Employers violating these provisions may be fined an amount not to exceed \$1,000 for a first occurrence and \$5,000 for subsequent occurrences.