

1 HB32
2 215317-1
3 By Representative Sells
4 RFD: Health
5 First Read: 11-JAN-22
6 PFD: 12/07/2021

SYNOPSIS: This bill would prohibit an employer from requiring an employee to receive a COVID-19 vaccination when the employee objects to vaccination for any reason of personal conscience, based on a religious belief, or for medical reasons, including prior recovery from COVID-19.

A BILL
TO BE ENTITLED
AN ACT

Relating to vaccines; to prohibit an employer from requiring an employee to receive a COVID-19 vaccination in certain circumstances.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. (a) For the purposes of this section, the following terms have the following meanings:

(1) COVID-19. The virus for which the Governor declared a public health emergency on March 13, 2020, or any mutation thereof that results in an epidemic of which a public

1 health state of emergency is declared under the Alabama
2 Emergency Management Act of 1955.

3 (2) EMPLOYEE. An individual who is employed by an
4 employer.

5 (3) EMPLOYER. A person in this state that, at any
6 time, employs an individual or individuals who reside in this
7 state to perform services of any nature. The term includes any
8 individual who has control of the payment of wages for
9 services or is the officer, agent, or employee of the
10 individual having control of the payment of wages.

11 (b) No employer may compel receipt of a COVID-19
12 vaccine by any employee if that employee objects to
13 vaccination for any reason of personal conscience, based on a
14 religious belief, or for medical reasons, including prior
15 recovery from COVID-19.

16 Section 2. This act shall become effective
17 immediately following its passage and approval by the
18 Governor, or its otherwise becoming law.