

1 HB7
2 215386-2
3 By Representatives Mooney, Wingo, Sorrell, Hanes and Holmes
4 RFD: Health
5 First Read: 29-OCT-21

2
3
4
5
6
7
8 SYNOPSIS: This bill would prohibit an employer from
9 requiring an employee to receive a COVID-19
10 vaccination when the employee objects to
11 vaccination based on a religious belief or for
12 medical reasons, including recovery from COVID-19.

13 This bill would also require the Department
14 of Labor, in cooperation with the Office of the
15 Attorney General, to publish guidance for
16 employers.

17
18 A BILL
19 TO BE ENTITLED
20 AN ACT

21
22 Relating to vaccines; to prohibit an employer from
23 requiring an employee to receive a COVID-19 vaccination in
24 certain circumstances; and to require the Department of Labor
25 to publish guidance.

26 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

3 (1) COVID-19. The virus for which the Governor
4 declared a public health emergency on March 13, 2020, or any
5 mutation thereof that results in an epidemic of which a public
6 health state of emergency is declared under the Alabama
7 Emergency Management Act of 1955.

8 (2) EMPLOYEE. An individual who is employed by an
9 employer.

10 (3) EMPLOYER. A person in this state that, at any
11 time, employs an individual or individuals who reside in this
12 state to perform services of any nature.

13 (b) No employer may require an employee to receive a
14 COVID-19 vaccine if that employee objects to the vaccination
15 based on a religious belief or because of medical reasons,
16 including recovery from COVID-19.

17 (c) The protections provided by this section are to
18 be liberally construed in favor of the employee.

19 (d) The Department of Labor, in cooperation with the
20 Office of the Attorney General, shall publish guidance for
21 employers with regard to this section within 60 days of the
22 effective date of this act.

23 Section 2. This act shall become effective
24 immediately following its passage and approval by the
25 Governor, or its otherwise becoming law.