



ARIZONA HOUSE OF REPRESENTATIVES

Fifty-sixth Legislature
Second Regular Session

Senate: HHS DP 4-3-0-0 | 3rd Read 16-12-2-0

House: HHS DP 5-3-0-2

SB 1407: employers; vaccines; religious exemption

Sponsor: Senator Shamp, LD 29

Caucus & COW

Overview

Requires employers to provide reasonable accommodations to an employee that requests a religious exemption from taking an influenza A or B, flu or U.S. Food and Drug Administration (FDA) emergency use authorized vaccine and provides a vaccine exemption form.

History

Currently, if an employer receives notice from an employee that their sincerely held religious beliefs, practices or observances prevent the employee from taking the COVID-19 vaccination, the employer must provide a reasonable accommodation unless the accommodation poses an undue hardship and more than a de minimus cost to the operation of the employer's business ([A.R.S. § 23-206](#)).

Provisions

1. Requires an employer to provide a reasonable accommodation, unless it poses an undue hardship, to an employee that provides notice to the employer that due to their sincerely held religious beliefs, practices or observances prevents them from taking the influenza A or B vaccine, flu vaccine or any FDA emergency use authorized vaccine. (Sec. 1)
2. Removes the exception that allows an employer to not provide an accommodation if it poses more than a de minimus cost to the operation of the employer's business. (Sec. 1)
3. Forbids an employer from inquiring into the veracity of an employee's religious beliefs, practices or observances beyond what is allowed under federal law and discriminating against an employee regarding employment, wages or benefits based on the employee's vaccination status. (Sec. 1)
4. Requires an employer to allow an employee to request a religious exemption from the COVID-19, influenza A or B, flu or FDA emergency use authorized vaccinations through a religious exemption form that meets certain minimum requirements. (Sec. 1)
5. Asserts that any employer that receives a request for a religious exemption must keep the request and its contents confidential and is prohibited from sharing them within the organization unless it is necessary to process the request for exemption, accommodation or other operational necessity. (Sec. 1)
6. Permits employers to create a database of religious exemption requests for internal use only unless otherwise required by law. (Sec. 1)
7. Defines terms. (Sec. 1)

8. Makes a conforming change. (Sec. 1)

Prop 105 (45 votes) Prop 108 (40 votes) Emergency (40 votes) Fiscal Note