

117TH CONGRESS
1ST SESSION

H. R. 5824

To permit civil actions against employers for COVID–19 vaccination mandates, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 2, 2021

Mr. MAST (for himself, Mr. GOHMERT, Mr. PERRY, Mr. GOOD of Virginia, Mr. ROY, and Mr. WEBER of Texas) introduced the following bill; which was referred to the Committee on the Judiciary

A BILL

To permit civil actions against employers for COVID–19 vaccination mandates, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Mandating Responsi-
5 bility Act”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) COVERED EMPLOYEE.—The term “covered
9 employee” means an employee who is employed by

1 an employer who imposes a COVID–19 vaccine man-
2 date.

3 (2) COVID–19 VACCINE MANDATE.—The term
4 “COVID–19 vaccination mandate” means a require-
5 ment of an employer that an employee receives a
6 COVID–19 vaccine.

7 **SEC. 3. PRIVATE CAUSE OF ACTION FOR A COVID–19 VAC-**
8 **CINATION MANDATE.**

9 (a) IN GENERAL.—Notwithstanding any other provi-
10 sion of law, a covered employee may bring an action
11 against an employer for—

12 (1) wrongful termination or any adverse em-
13 ployment action for violating a COVID–19 vaccina-
14 tion mandate of the employer; and

15 (2) wrongful death or serious physical injury
16 caused by a COVID–19 vaccination that such em-
17 ployee received for the sole purpose of complying
18 with the COVID–19 vaccination mandate of the em-
19 ployer of such employee.

20 (b) RELIEF.—A prevailing plaintiff under subsection
21 (a) may recieve actual damages, compensatory damages,
22 punitive damages, injunctive relief, any combination of
23 those, attorneys’ fees and costs, and any other appropriate
24 relief.

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