AN ACT

RELATING TO THE MEDICAL CONSUMER PROTECTION ACT; AMENDING TITLE 44, IDAHO CODE, BY THE ADDITION OF A NEW CHAPTER 28, TITLE 44, IDAHO CODE, TO PROVIDE A SHORT TITLE, TO DEFINE TERMS, AND TO PROVIDE THAT EMPLOYERS OR COMPANIES CONTRACTING WITH THE STATE OF IDAHO MAY NOT ENGAGE IN DISCRIMINATION AGAINST UNVACCINATED PERSONS.

Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. That Title 44, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW CHAPTER, to be known and designated as Chapter 28, Title 44, Idaho Code, and to read as follows:

CHAPTER 28

MEDICAL CONSUMER PROTECTION ACT

44-2801. SHORT TITLE. This chapter shall be known and may be cited as the "Medical Consumer Protection Act."

44-2802. DEFINITIONS. As used in this chapter:

(1) "Company" means any domestic or foreign sole proprietorship, organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, limited liability company, nonprofit corporation, or other domestic or foreign entity or business association, including without limitation any wholly owned subsidiary, majority-owned subsidiary, parent company, or affiliate of such an entity or business association.

(2) "Discrimination against unvaccinated persons" means a company or employer maintaining a policy of subjecting any employee to termination or refusal to hire, failure to promote, reassignment with significantly different responsibilities, a reduction in pay, or a significant change in benefits on the basis of such employee's vaccination records or because such employee refuses to be vaccinated against any illness or disease because of a medical contraindication or for reasons of conscience, including religious or philosophical beliefs.

(3) "Employer" means any person employing an employee or acting directly or indirectly in the interest of an employer in relation to an employee but does not include the federal government or any federal agency.

44-2803. CONTRACTING WITH CERTAIN COMPANIES PROHIBITED. (1) The state of Idaho and any political subdivision in the state may not enter into a contract with an employer or company that engages in discrimination against unvaccinated persons.
(2) No employer or company having entered into a contract with the state or any political subdivision in the state may engage in discrimination against unvaccinated persons.

(3) An employer or company that violates this section is in breach of its contract with the state or respective political subdivision in the state.