

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 422

BY WAYS AND MEANS COMMITTEE

AN ACT

1 RELATING TO EMPLOYEE IMMUNIZATIONS; AMENDING CHAPTER 2, TITLE 44, IDAHO
2 CODE, BY THE ADDITION OF A NEW SECTION 44-203, IDAHO CODE, TO PROHIBIT
3 CERTAIN EMPLOYER PRACTICES REGARDING AN EMPLOYEE'S IMMUNIZATION STA-
4 TUS; AMENDING THE HEADING FOR CHAPTER 2, TITLE 44, IDAHO CODE; AND
5 DECLARING AN EMERGENCY.
6

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

8 SECTION 1. That Chapter 2, Title 44, Idaho Code, be, and the same is
9 hereby amended by the addition thereto of a NEW SECTION, to be known and des-
10 ignated as Section 44-203, Idaho Code, and to read as follows:

11 44-203. EMPLOYEE VACCINATION REQUIREMENTS. (1) It is unlawful for an
12 employer to require an existing employee to receive a vaccination as a condi-
13 tion of continued employment.

14 (2) It is unlawful for an employer to discriminate against an existing
15 employee on the basis of the employee's immunization status in decisions re-
16 lating to promotion, compensation, or job duties.

17 (3) Nothing in this section prohibits an employer from requiring a new
18 employee, as a condition of hire, to receive a vaccination authorized by the
19 United States food and drug administration.

20 SECTION 2. That the Heading for Chapter 2, Title 44, Idaho Code, be, and
21 the same is hereby amended to read as follows:

22 CHAPTER 2

23 EMPLOYER AND EMPLOYEE RIGHTS AND DUTIES ~~EMPLOYEE ASSISTANCE PROGRAMS~~

24 SECTION 3. An emergency existing therefor, which emergency is hereby
25 declared to exist, this act shall be in full force and effect on and after its
26 passage and approval.