

IN THE SENATE

SENATE BILL NO. 1225

BY STATE AFFAIRS COMMITTEE

AN ACT

1 RELATING TO EMPLOYERS AND EMPLOYEES; AMENDING CHAPTER 9, TITLE 44, IDAHO  
2 CODE, BY THE ADDITION OF A NEW SECTION 44-907, IDAHO CODE, TO PROVIDE  
3 THAT AN EMPLOYER THAT REQUIRES COVID-19 IMMUNIZATION AS A CONDITION OF  
4 EMPLOYMENT MUST ALLOW A CERTAIN EXEMPTION FOR EMPLOYEES AND TO PROVIDE  
5 FOR CERTAIN INFORMATION IN COMMUNICATIONS REGARDING REQUIRED COVID-19  
6 IMMUNIZATIONS; PROVIDING SEVERABILITY; AND DECLARING AN EMERGENCY.  
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8 Be It Enacted by the Legislature of the State of Idaho:

9 SECTION 1. That Chapter 9, Title 44, Idaho Code, be, and the same is  
10 hereby amended by the addition thereto of a NEW SECTION, to be known and des-  
11 ignated as Section 44-907, Idaho Code, and to read as follows:

12 44-907. EMPLOYEE COVID-19 IMMUNIZATION REQUIREMENTS -- INFORMED CON-  
13 SENT. (1) An employer that requires immunization against COVID-19 as a con-  
14 dition of employment must exempt an employee who has submitted to the em-  
15 ployer a signed statement that the employee:

16 (a) Has received information about COVID-19 immunizations provided by  
17 the department of health and welfare or the centers for disease control  
18 and prevention;

19 (b) Understands the risks and benefits of COVID-19 immunization and the  
20 potential risks of nonimmunization; and

21 (c) Does not consent to receive a COVID-19 immunization due to the em-  
22 ployee's personal beliefs.

23 (2) The employer must describe the exemption provided in this section  
24 and provide a citation to this section in any communication to employees re-  
25 garding required COVID-19 immunizations.

26 SECTION 2. SEVERABILITY. The provisions of this act are hereby declared  
27 to be severable, and if any provision of this act or the application of such  
28 provision to any person or circumstance is declared invalid for any reason,  
29 such declaration shall not affect the validity of the remaining portions of  
30 this act.

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