

2022 Regular Session

HOUSE BILL NO. 353

BY REPRESENTATIVE ROMERO

EMPLOYMENT: Provides for vaccine requirements in the workplace

1 AN ACT

2 To enact Part III of Chapter 3 of Title 23 of the Louisiana Revised Statutes of 1950, to be  
3 comprised of R.S. 23:271, relative to employment; to provide for COVID-19 vaccine  
4 requirements; to provide for a waiver; to provide the means for an employee to be  
5 tested; and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. Part III of Chapter 3 of Title 23 of the Louisiana Revised Statutes of 1950,  
8 comprised of R.S. 23:271, is hereby enacted to read as follows:

9 PART III. VACCINATIONS IN THE WORKPLACE

10 §271. Vaccine requirements in the workplace; COVID-19; exemption

11 A. If an employer who enforces a COVID-19 vaccine requirement waives  
12 the requirement for an employee who agrees to submit to regular or periodic testing,  
13 the employer shall provide testing options at the place of employment at no cost to  
14 the employee.

15 B.(1) In lieu of testing at the place of employment, the employee may  
16 provide test results obtained through a licensed healthcare provider or self-  
17 administered United States Food and Drug Administration approved test.

18 (2) If the testing is not covered by the employee's insurance or the employee  
19 is uninsured, the employer shall cover the cost of testing.

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**DIGEST**

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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HB 353 Engrossed

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**Abstract:** Provides that if an employer allows an employee to get regularly or periodically tested for COVID-19 in lieu of the employee adhering to an employer mandated COVID-19 vaccine requirement, then the employer must cover the testing.

Proposed law provides that if an employer, who enforces a COVID-19 vaccine requirement, waives the requirement for an employee, who agrees to submit to regular or periodic testing, the employer shall provide testing options to the employee and cover the cost of testing.

Proposed law provides that the employee, if he so chooses, may provide to the employer, test results from a licensed healthcare provider of his choosing or from a self-administered federally approved COVID-19 test. Proposed law further provides that if the testing is not covered by the employee's insurance or the employee is uninsured, the employer shall cover the cost.

(Adds R.S. 23:271)