
DIGEST

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HB 928 Original

2022 Regular Session

Echols

Abstract: Prohibits unlawful employment practices by an employer based upon a medical or physical condition, immunity status, or vaccination status.

Proposed law provides definitions for immunity, medical treatment, and vaccine.

Proposed law provides that it shall be an unlawful employment practice for an employer to engage in any of the following:

- (1) To discharge any employee or otherwise to discriminate against any employee with respect to his compensation, terms, conditions, or privileges of employment because of the employee's medical or physical condition, immunity status, or vaccination status.
- (2) To limit, segregate, or classify an employee for employment in any way which would deprive or tend to deprive the employee of employment opportunities or otherwise adversely affect his status as an employee, because of his medical or physical condition, immunity status, or vaccination status.
- (3) To fail or refuse to provide an employee with an exemption of personal written dissent, written statement from his physician claiming a medical exemption, or satisfactory evidence of immunity to or immunization against a vaccine-preventable disease for any medical treatment, therapeutic, or vaccination required by the employer, excluding a pre-employment drug screening or physical and a routine employment drug screening or physical.

Proposed law provides that any employer in violation of proposed law shall be liable for any adverse reaction, injury, disability, or death that may occur in an employee who received a forced medical treatment including a vaccine. Proposed law further provides that in the absence of any substantial evidence to the contrary, it is presumed that the adverse reaction, injury, disability, or death arose in the course of employment.

Proposed law provides that the La. Workforce Commission may conduct investigations and is authorized and directed to promulgate rules and regulations necessary for implementation of proposed law.

(Adds R.S. 23:333)