
DIGEST

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HB 974 Original

2022 Regular Session

Edmonston

Abstract: Provides for vaccine requirements in the workplace.

Proposed law provides that if an employer is required to enforce a vaccine requirement, an employee, or a parent or legal guardian if the employee is a minor, may submit a written statement claiming a medical exemption from or a written dissent or statement of a deeply held religious or philosophical belief against the vaccine requirement. Proposed law further provides that the employer must honor the exemption.

Proposed law provides that an employer shall accept exemptions that are allowable under the Civil Rights Act of 1964 and the Americans with Disabilities Act of 1990 and offer reasonable accommodations.

Proposed law provides that no employer shall discharge any employee or otherwise discriminate against any employee with respect to his compensation, terms, conditions, or privileges of employment because of his refusal to adhere to a vaccine requirement.

Proposed law provides that each appropriate state agency shall ensure that a business in this state complies with the provisions of proposed law as a condition of obtaining a license or permit for authorization as necessary to conduct business in this state.

Proposed law provides that the provisions of proposed law shall not apply to any vaccine mandate that is required in accordance with any federal law or regulation.

(Adds R.S. 23:271)