

By: Isaac

H.B. No. 49

A BILL TO BE ENTITLED

AN ACT

relating to unlawful employment practices with respect to required disclosure of an individual's vaccination status.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Chapter 21, Labor Code, is amended by adding Subchapter H-1 to read as follows:

SUBCHAPTER H-1. PRIVACY OF VACCINATION STATUS

Sec. 21.421. DEFINITIONS. In this subchapter:

(1) "COVID-19" means the 2019 novel coronavirus disease and any variants of the disease.

(2) "Employer" means a person who employs one or more employees.

Sec. 21.422. RIGHT TO PRIVACY OF VACCINATION STATUS. (a)

An individual has the right to keep the individual's vaccination status private, including COVID-19 vaccination status, and may not be required to disclose that information to the individual's employer or an employer to whom the individual has applied for an employment position unless the disclosure is required by state or federal law.

(b) An employer commits an unlawful employment practice if the employer fails or refuses to hire, discharges, or otherwise discriminates against an individual with respect to the compensation or the terms, conditions, or privileges of employment because the individual exercises the right described by Subsection

1 (a).

2 SECTION 2. Subchapter H-1, Chapter 21, Labor Code, as added
3 by this Act, applies only to an unlawful employment practice that
4 occurs on or after the effective date of this Act.

5 SECTION 3. This Act takes effect on the 91st day after the
6 last day of the legislative session.