

By: Hall

S.B. No. 64

A BILL TO BE ENTITLED

AN ACT

relating to protecting the bodily autonomy of individuals with respect to exemptions from required immunizations or vaccinations in the workplace.

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

SECTION 1. The legislature finds that:

(1) a fundamental purpose of our government is protect the rights and liberties of individuals, and among these rights and liberties is bodily autonomy;

(2) the experimental nature of the mRNA COVID-19 vaccines creates legitimate reasons for a desire to be exempt from a vaccination requirement in one's workplace;

(3) there are employees in Texas who may be required to obtain certain vaccinations as a term or condition of their employment, and who may wish not to receive these vaccinations due to medical concerns or personal beliefs;

SECTION 2. Chapter 21, Labor Code, is amended by adding Subchapter H-1 to read as follows:

SUBCHAPTER H-1. DISCRIMINATION BASED ON EXEMPTION FROM REQUIRED

IMMUNIZATION OR VACCINATION

Sec. 21.421. EXEMPTION FROM REQUIRED IMMUNIZATION OR VACCINATION. An employer, labor organization, or employment agency shall allow an individual to claim an exemption from a required immunization or vaccination based on a medical condition or reasons

1 of conscience, including a religious belief.

2 Sec. 21.422. PROHIBITED DISCRIMINATION BASED ON EXEMPTION
3 FROM REQUIRED IMMUNIZATION OR VACCINATION. (a) An employer
4 commits an unlawful employment practice if the employer fails or
5 refuses to hire, discharges, or otherwise discriminates against an
6 individual with respect to the compensation or the terms,
7 conditions, or privileges of employment because the individual
8 claims an exemption described by Section 21.421.

9 (b) A labor organization commits an unlawful employment
10 practice if the labor organization excludes or expels from
11 membership or otherwise discriminates against an individual
12 because the individual claims an exemption described by Section
13 21.421.

14 (c) An employment agency commits an unlawful employment
15 practice if the employment agency classifies or refers for
16 employment, fails or refuses to refer for employment, or otherwise
17 discriminates against an individual because the individual claims
18 an exemption described by Section 21.421.

19 SECTION 2. Section [224.002\(c\)](#), Health and Safety Code, is
20 amended to read as follows:

21 (c) The policy must [~~may~~] include procedures for a covered
22 individual to be exempt from the required vaccines based on reasons
23 of conscience, including a religious belief.

24 SECTION 3. The change in law made by this Act applies only
25 to an unlawful employment practice that occurs on or after the
26 effective date of this Act.

27 SECTION 4. This Act takes effect on the 91st day after the

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1 last day of the legislative session.