

**Bill Summary**  
2<sup>nd</sup> Session of the 59<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>SB 1954</b>
<b>Version:</b>	<b>INT</b>
<b>Request No.</b>	<b>3022</b>
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**Bill Analysis**

SB 1954 prohibits any employer from adopting or enforcing a mandate requiring an employee, contractor, applicant for employment, or applicant for a contract position to be vaccinated against COVID-19 as a condition of employment or a contract position. The measure prohibits employers from taking adverse actions against employees or contractors that refuse to be vaccinated. Employees and contractors who have been aggrieved by a violation of the provisions of this measure may file a complaint with the Labor Commissioner. The Department of Labor, upon receiving a complaint, shall conduct an investigation to determine whether the employer took an adverse action against the complainant because of the complainant's refusal to be vaccinated against COVID-19. The measure authorizes the Attorney General to bring an action for injunctive relief against the employer to prevent further violations. The Department may impose a penalty of up to \$1,000.00 for each violation unless the employer hires the applicant for employment or offers a contract to the applicant for a contract position or reinstates the aggrieved employee or contractor with back pay.

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