

Department of Planning and Budget

2022 Fiscal Impact Statement

1. Bill Number: HB934

House of Origin	<input checked="" type="checkbox"/> Introduced	<input type="checkbox"/> Substitute	<input type="checkbox"/> Engrossed
Second House	<input type="checkbox"/> In Committee	<input type="checkbox"/> Substitute	<input type="checkbox"/> Enrolled

2. Patron: LaRock

3. Committee: Commerce and Energy

4. Title: Employer-mandated vaccinations for COVID-19; required exemptions; civil penalties.

5. Summary: Prohibits an employer from requiring its employees to receive a vaccine for the prevention of COVID-19 unless such employer provides individual exemptions that allow an employee to opt out from such requirement on the basis of (i) medical reasons, including pregnancy or anticipated pregnancy; (ii) religious reasons; (iii) immunity from COVID-19; (iv) periodic testing; or (v) the use of employer-provided personal protective equipment. The bill provides requirements for an employee to claim such exemptions. The bill prohibits an employer from discrimination against an employee who claims such an exemption. The bill also provides for civil penalties not to exceed \$10,000 by an employer with fewer than 100 employees or \$50,000 by an employer with 100 or more employees for violations of the bill's requirements.

6. Budget Amendment Necessary: No

7. Fiscal Impact Estimates: Indeterminate, see item 8.

8. Fiscal Implications: It is anticipated that this bill will have an indeterminate general fund expenditure and revenue impact.

The Department of Labor and Industry would have enforcement responsibilities under this bill. The Department anticipates a fiscal impact proportional to the number of complaints received. The number of employers with existing vaccine mandates who would continue to enforce them after passage of this bill is unknown, therefore the fiscal impact is indeterminate.

Employers who knowingly violate this bill would be subject to fines of up to \$10,000 in the case of employers with fewer than 100 employees, and up to \$50,000 for employers with 100 or more employees. The bill directs the proceeds of these fines to be deposited in the General Fund. Because the number of violations is unknown, the revenue impact is indeterminate.

9. Specific Agency or Political Subdivisions Affected: Department of Labor and Industry, all agencies and localities.

10. Technical Amendment Necessary: No

11. Other Comments: None