

Bill Summary
2nd Session of the 58th Legislature

Bill No.:	SB 1296
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Author:	Sen. Bullard
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Bill Analysis

SB 1296 creates the Privacy and Conscience Protection Act. The measure provides that it shall be a discriminatory act by an employer to require an employee to disclose his or her vaccination status. The measure requires any employer requiring its employee to participate in vaccination or immunization for COVID-19 as part of an employer's policy must allow for a privacy exemption for their employee or contractor to refuse disclosure of their vaccination or immunization status. Each employee in the state shall be provided with a certification of disclosure exemption once the employer adopts a vaccination policy. Employees shall have 30 days to complete and submit the certification of disclosure exemption. Employers shall accept the completed document without question and acknowledge its receipt. Additionally, employers may not provide incentives to receive the vaccine, disclose employee vaccination status, discriminate against employees for their refusal to disclose their status, segregate employees based on vaccination status, or require employees to wear a mark designating their status. Employers may require the wearing of a mask when interacting with, or in close proximity of others or requiring periodic testing not to exceed more than once weekly. Violations shall be enforced by the Office of the Attorney General.

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