

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

<b>Bill No.:</b>	<b>SB 1978</b>
<b>Version:</b>	<b>INT</b>
<b>Request No.</b>	<b>2578</b>
<b>Author:</b>	<b>Sen. Bullard</b>
<b>Date:</b>	<b>01/26/2024</b>

**Bill Analysis**

SB 1978 prohibits any employer from adopting 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 persons who refuse to take the vaccine. Aggrieved employees may file a complaint against their employer with the Department of Labor. The measure directs the Department to investigate such complaints. The Attorney General is authorized to bring an action for injunctive relief against the employer to prevent further violations. The measure provides that the Department may impose a \$1,000.00 penalty for each violation unless the employer the applicant for employment or offers a contract to the applicant for a contract position or reinstates the employee with backpay.

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