

STATEMENT OF PURPOSE

RS28283 / #billnum

This legislation ensures the individual rights of employees to not be discriminated against in the work force because of their medical status or their vaccination status. It also further strengthens the HIPAA laws that are already in place.

FISCAL NOTE

This legislation has no financial impact to the general fund.

Contact:

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DISCLAIMER: This statement of purpose and fiscal note are a mere attachment to this bill and prepared by a proponent of the bill. It is neither intended as an expression of legislative intent nor intended for any use outside of the legislative process, including judicial review (Joint Rule 18).



LEGISLATURE OF THE STATE OF IDAHO



Sixty-sixth Legislature

First Regular Session - 2021

IN THE _____

BILL NO. _____

BY _____

AN ACT

RELATING TO THE EMPLOYEE MEDICAL INFORMATION PROTECTION ACT; AMENDING TITLE 44, IDAHO CODE, BY THE ADDITION OF A NEW CHAPTER 28, TITLE 44, IDAHO CODE, TO PROVIDE A SHORT TITLE AND TO SPECIFY THAT EMPLOYERS IN THE STATE OF IDAHO SHALL NOT ENGAGE IN DISCRIMINATION AGAINST UNVACCINATED PERSONS.

Be It Enacted by the Legislature of the State of Idaho:

SECTION 1. That Title 44, Idaho Code, be, and the same is hereby amended by the addition thereto of a NEW CHAPTER, to be known and designated as Chapter 28, Title 44, Idaho Code, and to read as follows:

CHAPTER 28

EMPLOYEE MEDICAL INFORMATION PROTECTION ACT

44-2801. SHORT TITLE. This chapter shall be known and may be cited as the "Employee Medical Information Protection Act."

44-2802. DISCRIMINATION PROHIBITED. (1) It is unlawful for any employer to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual's vaccination records, vaccination status, or refusal to be vaccinated.

(2) It is unlawful for any employer to limit, segregate, or classify his employees or applicants for employment in any way that would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee because of such individual's vaccination records, vaccination status, or refusal to be vaccinated.

(3) For purposes of this chapter, "employer" does not include the federal government or any federal agency.