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3 SENATE F&TG COMMITTEE SUBSTITUTE FOR SB9
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8 SYNOPSIS: This bill would require employers or
9 contractors to allow individuals to claim an
10 exemption from the COVID-19 vaccination for medical
11 reasons or because of sincerely held religious
12 beliefs upon submission of a standard exemption
13 form.

14 This bill would prohibit an employer or
15 contractor from terminating an individual for
16 refusing a vaccine if he or she submits a properly
17 completed exemption form.

18 This bill would authorize an employer or
19 contractor to seek a ruling by the Department of
20 Labor before the employer or contractor may
21 terminate an individual who has completed an
22 exemption form but refuses a vaccine.
23

24 A BILL
25 TO BE ENTITLED
26 AN ACT
27

1 Relating to vaccines; to require employers or
2 contractors to allow individuals to claim an exemption from
3 the COVID-19 vaccination for medical reasons or a sincerely
4 held religious belief; to provide for submission of a form
5 requesting the exemption; to authorize claims with the
6 Department of Labor by employers or contractors before
7 terminating an individual on the basis of refusing a vaccine;
8 and to provide an appeal of determinations by the department.
9 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

10 Section 1. (a) For purposes of this section, the
11 term "vaccination" includes any injection intended to prevent
12 the spread of COVID-19 or minimize the effects of COVID-19,
13 irrespective of whether or not the injection meets the
14 classical definition of vaccine.

15 (b) (1) Any employer or contractor that requires an
16 individual to receive a vaccination as a condition of
17 employment shall provide the individual the opportunity to be
18 exempted from the vaccination mandate by submitting to the
19 employer or contractor the form described in subsection (c).
20 The employer or contractor shall make this form readily
21 available to all individuals to whom this section applies,
22 along with direction for submitting the form for processing.

23 (2) An employer or contractor shall exempt from
24 vaccination as a condition of employment any individual who
25 has properly completed and submitted the exemption form.

26 (c) The exemption form shall read as follows:

1 "Any individual in the State of Alabama who is
2 subject to a requirement that he or she receive one or more
3 COVID-19 vaccinations as a condition of employment may claim
4 an exemption for medical reasons or because the vaccination
5 conflicts with sincerely held religious beliefs.

6 You may request either a medical or a religious
7 exemption from the COVID-19 vaccination by completing this
8 form and submitting the form to your employer.

9 ___ I am requesting exemption from the COVID-19
10 vaccine requirements for medical reasons.

11 ___ I am requesting exemption from the COVID-19
12 vaccine requirements for sincerely held religious beliefs.

13 _____

14 Printed Name

15 _____

16 (Signature and Date)"

17 (d) (1) Except as provided in subdivision (2), an
18 individual may not be terminated on the basis of refusing to
19 receive a vaccination if he or she properly submits a
20 completed exemption form.

21 (2) In order to terminate an individual who has
22 properly submitted a completed form, an employer must file a
23 claim with the Department of Labor and receive a ruling from
24 an examiner, as provided in subdivision (3), that the
25 individual is not entitled to a medical or religious exemption
26 under this section.

1 (3) A determination upon a claim filed by an
2 employer or contractor pursuant to this section shall be made
3 promptly by an examiner designated by the Secretary of Labor.
4 The determination shall include a statement as to whether the
5 claimant is entitled to retain his or her employment.

6 (e) A decision of the examiner under subsection (d)
7 may be appealed to a circuit court of competent jurisdiction.

8 (f) The protections provided by this section are to
9 be liberally construed in favor of the employee.

10 Section 2. This act shall become effective
11 immediately following its passage and approval by the
12 Governor, or its otherwise becoming law.