

**SENATE
STATE OF MINNESOTA
NINETY-SECOND SESSION**

S.F. No. 3491

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DATE
02/28/2022

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Introduction and first reading
Referred to Jobs and Economic Growth Finance and Policy

OFFICIAL STATUS

1.1 A bill for an act
1.2 relating to employment; ensuring unemployment insurance benefits for an
1.3 individual terminated for not adhering to a vaccination mandate; allowing proof
1.4 of recovery from COVID-19 as a substitution for required vaccination.

1.5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.6 Section 1. **REFUSAL OF COVID-19 VACCINATION; NO DISQUALIFICATION.**

1.7 Notwithstanding any other provision of Minnesota Statutes, chapter 268, to the contrary,
1.8 an individual who is discharged from employment for refusing to receive a vaccination
1.9 against the infectious disease known as COVID-19 shall not be disqualified for benefits on
1.10 account of such discharge.

1.11 **EFFECTIVE DATE.** This section is effective retroactively from December 13, 2020,
1.12 and applies to an individual discharged on or after that date.

1.13 Sec. 2. **COVID-19 VACCINATION REQUIREMENTS BY EMPLOYERS; WAIVER.**

1.14 An employer that requires an employee to receive a vaccination against the infectious
1.15 disease known as COVID-19 shall waive the requirement if the employee requests a waiver
1.16 and submits a written statement from a physician that the employee has recovered from
1.17 COVID-19.

1.18 **EFFECTIVE DATE.** This section is effective the day following final enactment.