

Bill Summary
1st Session of the 60th Legislature

Bill No.:	SB 14
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Author:	Sen. Bullard
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Bill Analysis

SB 14 creates the Privacy and Conscience Protection Act. The measure requires each employer mandating vaccination participation as it relates to COVID-19 to allow for a privacy exemption for their employee or contractor to refuse disclosure of his or her vaccination or immunization status. Each employee must be provided with a certification of disclosure exemption. Employers are prohibited from providing incentives for employees to take the vaccine or disclosing any employee's vaccination status. Segregation of vaccinated and nonvaccinated employees is also prohibited. No employer may terminate an employee based on the employee's vaccination status. Employers may provide employees who refuse to disclose their vaccination status with reasonable accommodations, such as requiring such employees to wear masks, at the employer's expense. Any violation of the provisions in this measure shall be referred to the Attorney General for investigation.

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