

IN THE HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 410

BY WAYS AND MEANS COMMITTEE

AN ACT

1 RELATING TO THE EMPLOYEE MEDICAL INFORMATION PROTECTION ACT; AMENDING TI-
2 TLE 44, IDAHO CODE, BY THE ADDITION OF A NEW CHAPTER 28, TITLE 44, IDAHO
3 CODE, TO PROVIDE A SHORT TITLE AND TO SPECIFY THAT EMPLOYERS IN THE STATE
4 OF IDAHO SHALL NOT ENGAGE IN DISCRIMINATION AGAINST UNVACCINATED PER-
5 SONS.
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7 Be It Enacted by the Legislature of the State of Idaho:

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

11 CHAPTER 28

12 EMPLOYEE MEDICAL INFORMATION PROTECTION ACT

13 44-2801. SHORT TITLE. This chapter shall be known and may be cited as
14 the "Employee Medical Information Protection Act."

15 44-2802. DISCRIMINATION PROHIBITED. (1) It is unlawful for any em-
16 ployer to fail or refuse to hire or to discharge any individual, or otherwise
17 to discriminate against any individual with respect to compensation, terms,
18 conditions, or privileges of employment, because of such individual's vac-
19 cination records, vaccination status, or refusal to be vaccinated.

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

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