- 1 HB16
- 2 214610-1
- 3 By Representatives Hanes, Sorrell and Mooney
- 4 RFD: Judiciary
- 5 First Read: 11-JAN-22
- 6 PFD: 09/01/2021

1	214610-1:n:07/09/2021:AHP*/cmg LSA2021-1618
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8	SYNOPSIS: This bill would provide a private right of
9	action against an employer for any adverse
10	reaction, injury, temporary or permanent
11	disability, or death of an employee arising from an
12	employer mandate that the employee receive a
13	COVID-19 vaccine.
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15	A BILL
16	TO BE ENTITLED
17	AN ACT
18	
19	Relating to vaccines; to provide a private right of
20	action against an employer for certain injuries or death
21	resulting from an employer-mandated COVID-19 vaccination of an
22	employee.
23	BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:
24	Section 1. (a) For the purposes of this section, the
25	following terms have the following meanings:
26	(1) COVID-19. The virus for which the Governor
27	declared a public health emergency on March 13, 2020, or any

- mutation thereof that results in an epidemic of which a public health state of emergency is declared under the Alabama Emergency Management Act of 1955.
- 4 (2) EMPLOYEE. An individual who is employed by an employer.

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- (3) EMPLOYER. A person in this state that, at any time, employs an individual or individuals who reside in this state to perform services of any nature. The term includes any individual who has control of the payment of wages for services or is the officer, agent, or employee of the individual having control of the payment of wages.
- (b) An employee shall have a private right of action against an employer for any damages caused by an adverse reaction, injury, or temporary or permanent disability arising from an employer mandate that he or she receive a vaccination for COVID-19.
- (c) Dependents of an employee shall have a private right of action against an employer for the death of the employee arising from an employer mandate that he or she receive a vaccination for COVID-19.
- Section 2. This act shall become effective on the first day of the third month following its passage and approval by the Governor, or its otherwise becoming law.