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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-SECOND SESSION

H. F. No. 2843

01/31/2022 Authored by Quam, Erickson, Boe, Lucero and Bennett
The bill was read for the first time and referred to the Committee on Workforce and Business Development Finance and Policy

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.