



State of Wisconsin
2023 - 2024 LEGISLATURE

LRB-4627/1
JPC:cdc

2023 SENATE BILL 921

January 19, 2024 - Introduced by Senators NASS and CABRAL-GUEVARA, cosponsored by Representatives SORTWELL, GOEBEN, ROZAR, ALLEN, BEHNKE, BODDEN, BRANDTJEN, CALLAHAN, DITTRICH, EDMING, MAGNAFICI, MICHALSKI, MURPHY, O'CONNOR, RETTINGER, SAPIK, SCHRAA and SCHUTT. Referred to Committee on Labor, Regulatory Reform, Veterans and Military Affairs.

1 **AN ACT** *to create* 252.045 of the statutes; **relating to:** waivers from workplace
2 immunization requirements.

Analysis by the Legislative Reference Bureau

This bill requires any employer that requires any employee or prospective employee to receive an immunization as a condition of employment to waive the immunization requirement for the employee or prospective employee if the employee or prospective employee objects to the immunization for reasons of health, religion, or personal conviction. Under the bill, no employer may require that an employee or prospective employee provide any explanation or justification of the employee's or prospective employee's objection to an immunization. Further, the bill requires an employer to inform an employee or prospective employee of the employee's or prospective employee's right to a waiver from the employer's immunization requirements in writing at any time the employer informs the employee or prospective employee of the employer's immunization requirements.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

3 **SECTION 1.** 252.045 of the statutes is created to read:
4 **252.045 Waiver from workplace immunization requirements.** (1) In
5 this section:

SENATE BILL 921**SECTION 1**

1 (a) "Employee" has the meaning given in s. 103.001 (5).

2 (b) "Employer" has the meaning given in s. 103.001 (6).

3 **(2)** If any employer requires any employee or prospective employee to receive
4 an immunization as a condition of employment, the employer shall waive the
5 immunization requirement if the employee or prospective employee objects to the
6 immunization for reasons of health, religion, or personal conviction. No employer
7 may require that an employee or prospective employee provide any explanation or
8 justification of the employee's or prospective employee's objection to an
9 immunization under this subsection.

10 **(3)** At any time an employer informs an employee or prospective employee of
11 any immunization requirements of the employer, the employer shall inform the
12 employee or prospective employee in writing of the employee's or prospective
13 employee's right to a waiver under this section.

14 **(END)**