

By: Representative Eubanks

To: Public Health and Human Services

HOUSE BILL NO. 1455

1 AN ACT TO PROHIBIT PUBLIC AND PRIVATE EMPLOYERS FROM  
2 REQUIRING ANY OF ITS EMPLOYEES TO RECEIVE A VACCINATION AGAINST  
3 SARS-COV-2 OR COVID-19 AS A CONDITION OF THE PERSON'S EMPLOYMENT  
4 OR CONTINUED EMPLOYMENT WITH THE EMPLOYER; TO AUTHORIZE ANY  
5 EMPLOYEE HARMED IN VIOLATION OF THIS ACT TO RECOVER DAMAGES; AND  
6 FOR RELATED PURPOSES.

7 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

8 **SECTION 1.** WHEREAS, COVID-19 vaccines are and have been  
9 readily available throughout Mississippi for many months to those  
10 eligible to receive one, at no cost to the recipient; and

11 WHEREAS, all Mississippians should have the ability and  
12 personal medical freedom to make and exercise whatever medical  
13 decisions they deem necessary and appropriate for their personal  
14 and family situation, in consultation with their personal  
15 physician as to what is best for them, their children and  
16 families; and

17 WHEREAS, any medical procedure including receipt or  
18 administration of any vaccination is a personal medical decision  
19 and should always remain voluntary for all Mississippians, in



20 consultation with their personal physician and based on  
21 FDA-approved vaccination package inserts and fact sheets; and  
22 WHEREAS, the Biden Administration has announced a federal  
23 vaccine mandate and the involuntary mandate of all federal  
24 contractors and a large number of private employers, as well as  
25 "large venue" mandates causing workplace confusion and disruptions  
26 that threaten a large portion of the Mississippi workforce and  
27 create ongoing potential to hinder the continued recovery of  
28 Mississippi commerce and supply chain disruptions during this  
29 COVID-19 and Omicron variant; and

30 WHEREAS, many Mississippians including MDAC employees and  
31 promoters of events on MDAC properties are concerned of the risk  
32 of losing their livelihoods because they may object to receiving a  
33 COVID-19 vaccination for reasons of personal conscience, based on  
34 a sincerely held religious belief, or for personal medical  
35 reasons, including their prior recovery from COVID-19 and the  
36 presence of natural antibodies and natural immunity; and

37 WHEREAS, the Mississippi Legislature has the authority under  
38 existing state law to grant the availability of exemptions,  
39 mandate or prohibit mandates of any particular vaccinations.

40 **SECTION 2.** A public or private employer shall not require  
41 any of its employees, against the objections of the employee, to  
42 receive an immunization or vaccination against SARS-CoV-2 or  
43 Coronavirus 2019 (COVID-19) as a condition of the person's  
44 employment or continued employment with the employer.



45           If any employee is harmed in any manner because an employer  
46 required his or her receipt of an immunization or vaccination in  
47 violation of this section, the aggrieved person may recover in a  
48 civil action the amount of all of their medical bills related to  
49 such harm, any unpaid wages; liquidated damages; compensatory  
50 damages; punitive damages as may be appropriate; other equitable  
51 relief as may be appropriate; and the costs of the action and  
52 reasonable attorney's fees.

53           **SECTION 3.** This act shall take effect and be in force from  
54 and after July 1, 2022.

