

By: Representative Boyd

To: Public Health and Human  
Services

HOUSE BILL NO. 1459

1 AN ACT TO REQUIRE PUBLIC AND PRIVATE EMPLOYERS THAT ARE  
2 SUBJECT TO MANDATES RELATING TO VACCINATIONS OR IMMUNIZATIONS TO  
3 PROVIDE AN EXEMPTION PROCESS FOR SUCH VACCINATIONS OR  
4 IMMUNIZATIONS BY REASON OF DEEPLY HELD RELIGIOUS, PHILOSOPHICAL OR  
5 CONSCIENTIOUS BELIEFS; AND FOR RELATED PURPOSES.

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

7 **SECTION 1.** (1) A public or private employer that requires  
8 or is mandated to require any vaccination or immunization for its  
9 employees shall provide a process for exemption by reason of  
10 deeply held religious, philosophical or conscientious beliefs.

11 (2) The exemption process shall include options to allow the  
12 employee to produce either:

13 (a) A negative antigen detection test result or  
14 molecular diagnostic test result no more than one (1) time per  
15 week; or

16 (b) Proof of immunity, including, without limitation,  
17 the presence of antibodies or T cell response, on a basis of two  
18 (2) times per year, not to exceed one (1) time every six (6)  
19 months, from a licensed healthcare provider.



20 (3) If an employee complies with the requirements of the  
21 exemption process by reason of deeply held religious,  
22 philosophical or conscientious beliefs as required by this  
23 section, the employee shall not be terminated for mandates related  
24 to such vaccinations or immunizations.

25 (5) If an employee is terminated due to the employer's  
26 violation of this section, the employee may be eligible for  
27 unemployment benefits in addition to any other remedy available to  
28 the employee.

29 **SECTION 2.** This act shall take effect and be in force from  
30 and after its passage.

