

REFERENCE TITLE: **employee termination; COVID-19 vaccine; compensation**

State of Arizona
House of Representatives
Fifty-fifth Legislature
Second Regular Session
2022

HB 2198

Introduced by
Representative Kaiser

AN ACT

**AMENDING TITLE 23, CHAPTER 2, ARTICLE 1, ARIZONA REVISED STATUTES, BY
ADDING SECTION 23-207; RELATING TO EMPLOYMENT PRACTICES.**

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Title 23, chapter 2, article 1, Arizona Revised
3 Statutes, is amended by adding section 23-207, to read:

4 23-207. Employee compensation; termination; COVID-19 vaccine

5 NOTWITHSTANDING ANY OTHER LAW, AN EMPLOYEE WHO IS TERMINATED FOR NOT
6 RECEIVING A COVID-19 VACCINE AS A CONDITION OF EMPLOYMENT SHALL RECEIVE
7 EITHER OF THE FOLLOWING:

8 1. SEVERANCE COMPENSATION PAID BY AN EMPLOYER IN THE AMOUNT OF THE
9 EMPLOYEE'S ANNUAL SALARY IN ONE LUMP SUM OR INSTALLMENT PAYMENTS OVER
10 TWELVE MONTHS.

11 2. REEMPLOYMENT WITH THE EMPLOYER AT THE SAME OR SIMILAR POSITION
12 HELD ON THE DATE THE EMPLOYEE WAS TERMINATED AND A REASONABLE
13 ACCOMMODATION PROVIDED BY THE EMPLOYER TO THE EMPLOYEE.

14 Sec. 2. Retroactivity

15 Section 23-207, Arizona Revised Statutes, as added by this act,
16 applies retroactively to from and after November 30, 2021.