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

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

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

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

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

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

Sec. 2. Retroactivity

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