



ARIZONA STATE SENATE
Fifty-Fifth Legislature, Second Regular Session

FACT SHEET FOR S.B. 1053

religious exemption; vaccine; violation; classification

Purpose

Subjects, to a class 2 misdemeanor, a person who knowingly violates the statutory requirement on an employer to provide a reasonable accommodation to an employee who notifies the employer of sincerely held religious beliefs, practices or observances that prevent the employee from taking the COVID-19 vaccination.

Background

Statute requires an employer to provide a reasonable accommodation to an employee who notifies the employer of sincerely held religious beliefs, practices or observances that prevent the employee from taking the COVID-19 vaccine, unless the accommodation would pose an undue hardship and more than a minimal cost to the operation of the employer's business ([A.R.S. § 23-206](#)).

There is no anticipated fiscal impact to the state General Fund associated with this legislation.

Provisions

1. Subjects, to a class 2 misdemeanor, a person who knowingly violates the statutory requirement on an employer to provide a reasonable accommodation to an employee who notifies the employer of sincerely held religious beliefs, practices or observances that prevent the employee from taking the COVID-19 vaccination.
2. Becomes effective on the general effective date.

Prepared by Senate Research
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JT/CY/sr