

1 HOUSE BILL NO. 702

2 INTRODUCED BY J. CARLSON, D. SKEES, J. READ, D. LENZ, W. GALT, S. BERGLEE, J. HINKLE, M.
 3 NOLAND, V. RICCI, B. TSCHIDA, S. GUNDERSON, M. REGIER, L. SHELDON-GALLOWAY, J. TREBAS, D.
 4 BARTEL, C. KNUDSEN, B. USHER, J. PATELIS, S. VINTON, M. HOPKINS, F. FLEMING, J. FULLER, R.
 5 KNUDSEN, J. KASSMIER, T. MOORE, B. LER, B. PHALEN, F. NAVE, L. BREWSTER, B. MITCHELL, A.
 6 REGIER, S. KERNS, S. GALLOWAY, S. GIST, E. HILL, J. SCHILLINGER, K. SEEKINS-CROWE, M.
 7 STROMSWOLD, J. GILLETTE, C. HINKLE, M. BINKLEY, R. MARSHALL

8
 9 A BILL FOR AN ACT ENTITLED: "AN ACT PROHIBITING DISCRIMINATION BASED ON A PERSON'S
 10 VACCINATION STATUS OR POSSESSION OF AN IMMUNITY PASSPORT; PROVIDING AN EXCEPTION
 11 AND AN EXEMPTION; PROVIDING AN APPROPRIATION; AND PROVIDING EFFECTIVE DATES."

12
 13 WHEREAS, as stated in section 50-16-502, MCA, the Legislature finds that "health care information is
 14 personal and sensitive information that if improperly used or released may do significant harm to a patient's
 15 interests in privacy and health care or other interests"; and

16 WHEREAS, the Montana Supreme Court in State v. Nelson, 283 Mont. 231, 941 P.2d 441 (1997),
 17 concluded that "medical records fall within the zone of privacy protected by Article II, section 10, of the Montana
 18 Constitution" and "are quintessentially private and deserve the utmost constitutional protection".

19
 20 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

21
 22 NEW SECTION. Section 1. Discrimination based on vaccination status or possession of
 23 immunity passport prohibited -- definitions. (1) ~~EXCEPT AS PROVIDED IN SUBSECTION (2), IT~~ is an unlawful
 24 discriminatory practice for:

25 (a) a person or a ~~government~~ GOVERNMENTAL entity to refuse, withhold from, or deny to a person any
 26 local or state services, goods, facilities, advantages, privileges, licensing, educational opportunities, health care
 27 access, or employment opportunities based on the person's vaccination status or whether the person has an
 28 immunity passport;

1 (b) an employer to refuse employment to a person, to bar a person from employment, or to
 2 discriminate against a person in compensation or in a term, condition, or privilege of employment based on the
 3 person's vaccination status or whether the person has an immunity passport; or

4 (c) a public accommodation to exclude, limit, segregate, refuse to serve, or otherwise discriminate
 5 against a person based on the person's vaccination status or whether the person has an immunity passport.

6 ~~(2) A government PERSON, A GOVERNMENTAL entity, or an employer does not unlawfully discriminate in~~
 7 ~~violation of this section if any vaccination policy set forth by the government MAY REQUIRE A VACCINE AS LONG AS~~
 8 ~~THE PERSON, GOVERNMENTAL entity, or the employer includes exemptions ALLOWS AN EXEMPTION for a person to~~
 9 ~~decline to be vaccinated based on medical or religious grounds.~~

10 (2) THIS SECTION DOES NOT APPLY TO VACCINATION REQUIREMENTS SET FORTH FOR SCHOOLS PURSUANT TO
 11 TITLE 20, CHAPTER 5, PART 4, OR DAY-CARE FACILITIES PURSUANT TO TITLE 52, CHAPTER 2, PART 7.

12 ~~(3)(2)(3)~~ (A) A PERSON, GOVERNMENTAL ENTITY, OR AN EMPLOYER DOES NOT UNLAWFULLY DISCRIMINATE
 13 UNDER THIS SECTION IF THEY RECOMMEND THAT AN EMPLOYEE RECEIVE A VACCINE.

14 (B) A HEALTH CARE FACILITY, AS DEFINED IN 50-5-101, DOES NOT UNLAWFULLY DISCRIMINATE UNDER THIS
 15 SECTION IF IT COMPLIES WITH BOTH OF THE FOLLOWING:

16 (I) ASKS AN EMPLOYEE TO VOLUNTEER THE EMPLOYEE'S VACCINATION OR IMMUNIZATION STATUS FOR THE
 17 PURPOSE OF DETERMINING WHETHER THE HEALTH CARE FACILITY SHOULD IMPLEMENT REASONABLE ACCOMMODATION
 18 MEASURES TO PROTECT THE SAFETY AND HEALTH OF EMPLOYEES, PATIENTS, VISITORS, AND OTHER PERSONS FROM
 19 COMMUNICABLE DISEASES. A HEALTH CARE FACILITY MAY CONSIDER AN EMPLOYEE TO BE NONVACCINATED OR
 20 NONIMMUNE IF THE EMPLOYEE DECLINES TO PROVIDE THE EMPLOYEE'S VACCINATION OR IMMUNIZATION STATUS TO THE
 21 HEALTH CARE FACILITY FOR PURPOSES OF DETERMINING WHETHER REASONABLE ACCOMMODATION MEASURES SHOULD
 22 BE IMPLEMENTED.

23 (II) IMPLEMENTS REASONABLE ACCOMMODATION MEASURES FOR EMPLOYEES, PATIENTS, VISITORS, AND OTHER
 24 PERSONS WHO ARE NOT VACCINATED OR NOT IMMUNE TO PROTECT THE SAFETY AND HEALTH OF EMPLOYEES, PATIENTS,
 25 VISITORS, AND OTHER PERSONS FROM COMMUNICABLE DISEASES.

26 (4) AN INDIVIDUAL MAY NOT BE REQUIRED TO RECEIVE ANY VACCINE WHOSE USE IS ALLOWED UNDER AN
 27 EMERGENCY USE AUTHORIZATION OR ANY VACCINE UNDERGOING SAFETY TRIALS.

28 (5) As used in this section, the following definitions apply:

1 (a) "Immunity passport" means a document, digital record, or software application indicating that a
2 person is immune to a disease, either through vaccination or infection and recovery.

3 (b) "Vaccination status" means an indication of whether a person has received one or more doses of
4 a vaccine.

5
6 NEW SECTION. SECTION 2. EXEMPTION. A LICENSED NURSING HOME, LONG-TERM CARE FACILITY, OR
7 ASSISTED LIVING FACILITY IS EXEMPT FROM COMPLIANCE WITH [SECTION 1] DURING ANY PERIOD OF TIME THAT
8 COMPLIANCE WITH [SECTION 1] WOULD RESULT IN A VIOLATION OF REGULATIONS OR GUIDANCE ISSUED BY THE CENTERS
9 FOR MEDICARE AND MEDICAID SERVICES OR THE CENTERS FOR DISEASE CONTROL AND PREVENTION.

10
11 NEW SECTION. Section 3. Appropriation. There is appropriated \$200 from the general fund to the
12 department of labor and industry for the biennium beginning July 1, 2021, for the purposes of:

13 (1) notifying local boards of health of the requirements of [section 1] and requiring local boards of
14 health to prominently display notice of the requirements of [section 1] on the home page of their website, if
15 available, for at least 6 months after [the effective date of this act]; and

16 (2) requiring the department of public health and human services to prominently display notice of the
17 requirements of [section 1] on the home page of the department's website for at least 6 months after [the
18 effective date of this act].

19
20 NEW SECTION. Section 4. Codification instruction. ~~[Section 1] is~~ [SECTIONS 1 AND 2] ARE intended
21 to be codified as an integral part of Title 49, chapter 2, part 3, and the provisions of Title 49, chapter 2, part 3,
22 apply to ~~[section 1]~~ [SECTIONS 1 AND 2].

23
24 NEW SECTION. Section 5. Severability. If a part of [this act] is invalid, all valid parts that are
25 severable from the invalid part remain in effect. If a part of [this act] is invalid in one or more of its applications,
26 the part remains in effect in all valid applications that are severable from the invalid applications.

27
28 NEW SECTION. Section 6. Effective date. (1) Except as provided in subsection (2), [this act] is

1 effective on passage and approval.

2 (2) [Section ~~2~~ 3] is effective July 1, 2021.

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