

# SENATE BILL NO. 651

101ST GENERAL ASSEMBLY

INTRODUCED BY SENATOR EIGEL.

4033S.01H

ADRIANE D. CROUSE, Secretary

## AN ACT

To amend chapter 290, RSMo, by adding thereto one new section relating to the prohibition of vaccination mandates imposed by employers.

*Be it enacted by the General Assembly of the State of Missouri, as follows:*

Section A. Chapter 290, RSMo, is amended by adding thereto  
2 one new section, to be known as section 290.147, to read as  
3 follows:

290.147. 1. It shall be unlawful for an employer to  
2 require an employee or prospective employee to receive a  
3 vaccination against COVID-19 as a condition of commencing or  
4 continuing employment.

2. Any employee of an employer shall have a cause of  
6 action against such employer if:

7 (1) The employee is required, as a condition of  
8 commencing or continuing employment, to receive a  
9 vaccination against COVID-19; or

10 (2) The employer discharges, disciplines, retaliates  
11 against, fails to promote, or otherwise discriminates  
12 against an employee or prospective employee who opposes an  
13 employer's requirement to receive any vaccine.

14 3. The court shall award damages to any employee  
15 adversely affected by the provisions of subdivisions (1) or  
16 (2) of subsection 2 of this section, including but not  
17 limited to, economic, noneconomic, and punitive damages, as  
18 well as back pay or reinstatement, with three times the back

19 pay plus fringe benefits or prospective wages and benefits.  
20 If the employee is the prevailing party, a court may also  
21 require reasonable attorney's fees and court costs of the  
22 employee be paid by the employer.

23 4. For purposes of this section, the term "employer"  
24 includes any private employer or public body, including the  
25 state of Missouri and any department, division, commission,  
26 board, or political subdivision thereof.

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