



## 103RD GENERAL ASSEMBLY

### State of Illinois

2023 and 2024

HB5162

Introduced 2/9/2024, by Rep. Tony M. McCombie

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the COVID-19 Workplace Conscientious Objection Waiver Act. Provides that each employer in the State of Illinois shall be required to accept from an employee a sincerely held conscientious objection waiver to receiving a vaccine or its related booster that was approved under emergency use authorization by the United States Food and Drug Administration. Effective immediately.

LRB103 38364 SPS 68499 b

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the  
5 COVID-19 Workplace Conscientious Objection Waiver Act.

6 Section 5. Definitions. As used in this Act,  
7 "conscientious objection" means the right of an individual to  
8 refuse to participate in an activity that he or she considers  
9 incompatible with his or her moral, religious, philosophical,  
10 or ethical beliefs.

11 Section 10. Purpose. It is the purpose of this Act to allow  
12 individuals to have the bodily autonomy to make the decision  
13 of whether or not to receive a vaccination or its related  
14 booster that was approved by the United States Food and Drug  
15 Administration to be used under emergency use authorization  
16 for treatment of COVID-19.

17 Section 15. Waiver. Each employer in the State of Illinois  
18 shall be required to accept from an employee a sincerely held  
19 conscientious objection waiver to receiving a vaccine or its  
20 related booster that was approved under emergency use  
21 authorization by the United States Food and Drug

1 Administration, under the Administration's power outlined in  
2 Section 564 of the Federal Food, Drug, and Cosmetic Act, for  
3 protection against COVID-19.

4 Section 99. Effective date. This Act takes effect upon  
5 becoming law.