



# HOUSE BILL 686: No Gov't Retribution for Refusal of CV19 Vax.

2021-2022 General Assembly

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<b>Committee:</b>	House State Government. If favorable, re-refer to Health. If favorable, re-refer to Rules, Calendar, and Operations of the House	<b>Date:</b>	May 5, 2021
<b>Introduced by:</b>	Reps. Johnson, Penny, Watford, Moss	<b>Prepared by:</b>	Brad Krehely
<b>Analysis of:</b>	First Edition		Committee Co-Counsel

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**OVERVIEW:** *House Bill 686 would prohibit State and local governments from taking retribution against employees and applicants for employment who refuse to take any of the coronavirus vaccines.*

**CURRENT LAW:** Chapter 126 of the General Statutes is the North Carolina Human Resources Act. It establishes a system of personnel administration under the Governor.

## **BILL ANALYSIS:**

**Section 1** would allow an applicant for State employment or a State employee to file a grievance under G.S. 126-34.02(b) alleging that the applicant or employee was retaliated against for choosing not to take any of the coronavirus vaccines.

**Section 2.(a)** would amend G.S. 126-5(a) to add local government employees and applicants for local government who choose not to take any of the coronavirus vaccines as individuals who would be covered under the North Carolina State Human Resources Act.

**Section 2.(b)** would provide that all State and local government employees and applicants for local government employment have the right to refuse any of the coronavirus vaccines without being subject to termination or retaliation.

**Section 3** would provide that, notwithstanding any other provision of law, any legal resident of North Carolina or another state who chooses not to take any of the coronavirus vaccines approved for emergency use or otherwise by the United States Food and Drug Administration has the same right as an individual who chooses to take the vaccine to the full and free use of buildings and land owned, leased, or otherwise controlled by the State of North Carolina or any of its political subdivisions, including schools, colleges, and universities.

**EFFECTIVE DATE:** The act would be effective when it becomes law.

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