



Bill Number: S.B. 1567

Barto Floor Amendment

Reference to: HEALTH AND HUMAN

SERVICES Committee amendment

Amendment drafted by: Leg Council

## FLOOR AMENDMENT EXPLANATION

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1. Removes the prohibition on private employers from requiring any full-time, part-time or contract employee to be vaccinated for COVID-19 without providing an exemption for religious beliefs.
2. Reinserts existing statute requiring employers to accommodate an employee's sincerely held religious beliefs that prevent the employee from receiving the COVID-19 vaccine, unless the accommodation would cause an undue burden or more than de minimus cost to the employer.
3. Stipulates that health care institutions are only required to provide vaccination exemptions on religious grounds to the extent required under federal law.
4. Removes the ability for an employee to bring action against an employer in court and claim damages for violations of the exemption requirement.
5. Removes penalties for health care institutions for violation of the exemption requirement.
6. Removes the establishment of the Health Care Professionals Religious Exemption Fund and the Health Care Professionals Religious Exemption Committee.
7. Specifies that *sincerely held religious beliefs* includes sincerely held moral or ethical beliefs.

Amendment explanation prepared by Michael Madden

03/09/2022

BARTO FLOOR AMENDMENT  
SENATE AMENDMENTS TO S.B. 1567  
(Reference to HEALTH AND HUMAN SERVICES Committee amendment)

1 Page 1, strike lines 2 through 13, insert:

2 "Section 1. Section 23-206, Arizona Revised Statutes, is amended to  
3 read:

4 23-206. Employers; accommodations required; COVID-19  
5 vaccination; religious exemption; form; definitions

6 A. If an employer receives notice from an employee that the  
7 employee's sincerely held religious beliefs, practices or observances  
8 prevent the employee from taking the COVID-19 vaccination, the employer  
9 shall provide a reasonable accommodation unless the accommodation would  
10 pose an undue hardship and more than a de minimus cost to the operation of  
11 the employer's business."

12 Renumber to conform

13 Lines 15 and 16, strike ", MORAL OR ETHICAL"

14 Page 2, line 4, strike "BELIEF" insert "BELIEFS"

15 Line 9, after "EMPLOYEE'S" insert "SINCERELY HELD"

16 Strike lines 22 through 31

17 Reletter to conform

18 Page 3, line 1, strike the comma insert ":

19 1."

20 Line 2, strike "1." insert "(a)"

21 Line 3, strike "2." insert "(b)"

22 Line 5, strike "3." insert "(c)"

23 Between lines 6 and 7, insert:

24 "2. "SINCERELY HELD RELIGIOUS BELIEFS" INCLUDES A SINCERELY HELD  
25 MORAL OR ETHICAL BELIEF."

26 Line 8, strike "sections" insert "section"; strike "and 36-425.10"

Senate Amendments to S.B. 1567

- 1 Page 3, line 10, strike "civil penalties;"
- 2 Line 16, after the period insert "A HEALTH CARE INSTITUTION IS REQUIRED TO
- 3 APPLY THE RELIGIOUS EXEMPTION PRESCRIBED IN SECTION 23-206 ONLY TO THE
- 4 EXTENT REQUIRED UNDER FEDERAL LAW."
- 5 Line 28, strike "IF THE HEALTH CARE"
- 6 Strike lines 29 through 32
- 7 Page 4, strike lines 1 through 9
- 8 Reletter to conform
- 9 Strike lines 18 through 32
- 10 Strike page 5
- 11 Page 6, strike lines 1 through 4
- 12 Amend title to conform

NANCY BARTO

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03/09/2022  
03:58 PM  
C: MH