

CHAPTER 94

COVID-19 VACCINATION REQUIREMENTS BY EMPLOYERS — WAIVER

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94.1 Definitions.

As used in [this chapter](#), unless the context otherwise requires:

1. “COVID-19” means the same as defined in [section 686D.2](#).
2. “Employee” means an individual who is employed in this state for wages by an employer. “Employee” includes an applicant for employment.
3. “Employer” means a person, as defined in [chapter 4](#), who employs an individual in this state for wages.

[2021 Acts, 2nd Ex, ch 1, §1, 5](#)

94.2 COVID-19 vaccination requirements by employers — waiver.

An employer that requires an employee to receive a COVID-19 vaccine shall waive the requirement if the employee, or, if the employee is a minor, the employee’s parent or legal guardian, requests a waiver and submits either of the following to the employer:

1. A statement that receiving the vaccine would be injurious to the health and well-being of the employee or an individual residing with the employee.
2. A statement that receiving the vaccine would conflict with the tenets and practices of a religion of which the employee is an adherent or member.

[2021 Acts, 2nd Ex, ch 1, §2, 5](#)