

**Senate File 555 - Introduced**

SENATE FILE 555  
BY COMMITTEE ON HUMAN  
RESOURCES

(SUCCESSOR TO SF 193)

**A BILL FOR**

1 An Act relating to requirements and prohibitions relating to  
2 vaccines and immunizations, and providing civil remedies.  
3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

DIVISION I

PROHIBITION OF COVID-19 VACCINE MANDATES BY EMPLOYERS

Section 1. NEW SECTION. 94.1 Definitions.

As used in this chapter, unless the context otherwise requires:

1. "Applicant" means a natural person who applies to be an employee.

2. "COVID-19" means the novel coronavirus identified as SARS-CoV-2, the disease caused by the novel coronavirus SARS-CoV-2 or a virus mutating therefrom, and conditions associated with the disease caused by the novel coronavirus SARS-CoV-2 or a virus mutating therefrom.

3. "Employee" means a natural person who is employed in this state for wages by an employer.

4. "Employer" means a person, as defined in chapter 4, who in this state employs for wages, natural persons.

Sec. 2. NEW SECTION. 94.2 COVID-19 Vaccination requirements or history — prohibited acts by employer.

An employer shall not fail or refuse to hire, discharge, penalize, or otherwise discriminate against an employee with respect to compensation or the terms, conditions, or privileges of employment based on either of the following:

1. The employee's COVID-19 vaccination history.

2. The refusal of the employee to receive a COVID-19 vaccine or provide proof of immunity.

Sec. 3. NEW SECTION. 94.3 Civil remedies.

An employee whose rights are violated under this chapter may bring an action against an employer in the district court in the county where the employer is located for injunctive relief, actual damages, admission or reinstatement of the employee with back pay plus ten percent interest, or any other appropriate relief necessary to ensure compliance with this chapter.

DIVISION II

PROHIBITING THE CONNECTION OF VACCINATION OR IMMUNITY STATUS TO A STATE-ISSUED DRIVER'S LICENSE OR NONOPERATOR'S IDENTIFICATION

1 CARD

2 Sec. 4. Section 321.189, subsection 2, Code 2021, is amended  
3 by adding the following new paragraph:

4 NEW PARAGRAPH. e. A driver's license shall not include the  
5 vaccination or immunization status, immunity status, or test  
6 results relating to a communicable disease of the holder of any  
7 class of driver's license.

8 Sec. 5. Section 321.190, subsection 1, paragraph a, Code  
9 2021, is amended to read as follows:

10 a. The department shall, upon application and payment  
11 of the required fee, issue to an applicant a nonoperator's  
12 identification card. To be valid the card shall bear a  
13 distinguishing number other than a social security number  
14 assigned to the cardholder, the full name, date of birth,  
15 sex, residence address, a physical description and a color  
16 photograph of the cardholder, the usual signature of the  
17 cardholder, and such other information as the department  
18 may require by rule. An applicant for a nonoperator's  
19 identification card shall apply for the card in the manner  
20 provided in [section 321.182, subsections 1 through 3](#). The card  
21 shall be issued to the applicant at the time of application  
22 pursuant to procedures established by rule. An applicant for a  
23 nonoperator's identification card who is required by 50 U.S.C.  
24 app. §451 et seq. to register with the United States selective  
25 service system shall be registered by the department with the  
26 selective service system as provided in [section 321.183](#). An  
27 applicant for a nonoperator's identification card shall not  
28 be required to receive the SARS-CoV-2 vaccine in order to be  
29 issued a card and the card shall not include the vaccination or  
30 immunization status, immunity status, or test results relating  
31 to a communicable disease of the holder of the card.

32 EXPLANATION

33 The inclusion of this explanation does not constitute agreement with  
34 the explanation's substance by the members of the general assembly.

35 This bill relates to vaccinations and immunizations. The

1 bill is drafted in divisions.

2       DIVISION I. Division I relates to prohibitions against  
3 COVID-19 vaccine mandates by employers. Division I prohibits  
4 an employer from failing or refusing to hire, discharge,  
5 penalize, or otherwise discriminate against an employee with  
6 respect to compensation or the terms, conditions, or privileges  
7 of employment based on the employee's COVID-19 vaccination  
8 history or the refusal of the employee to receive a COVID-19  
9 vaccine or provide proof of immunity. An employee whose rights  
10 are violated under the division may bring an action against an  
11 employer in the district court in the county where the employer  
12 is located for injunctive relief, actual damages, admission or  
13 reinstatement of the employee with back pay plus 10 percent  
14 interest, or any other appropriate relief necessary to ensure  
15 compliance with the division of the bill.

16       DIVISION II. Division II relates to prohibiting the  
17 connection of a person's vaccination or immunity status  
18 to a state-issued driver's license or nonoperator's  
19 identification card. Division II prohibits a driver's license  
20 or a nonoperator's identification card from including the  
21 vaccination or immunization status, immunity status, or test  
22 results relating to a communicable disease of the holder of any  
23 class of driver's license or a nonoperator's identification  
24 card and provides that an applicant for a nonoperator's  
25 identification card shall not be required to receive the  
26 SARS-CoV-2 vaccine to be issued a card.