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California Legislature Considers Employer Vaccine Mandate

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As [COVID-19 restrictions loosen](#) around the state, California's legislature continues its consideration of legislation pertaining to the pandemic.

[Assembly Bill \(AB\) 1993](#) which was introduced in February proposes that employers require employees and independent contractors who are eligible to receive the COVID-19 vaccine to show proof of vaccination. Current employees and independent contractors would need to confirm their vaccination status on January 1, 2023, and new employees and independent contractors would need to show proof at the time of hiring and contracting. As with vaccine mandates the state passed last year for [healthcare](#) and [direct care](#) workers, the legislation would allow for exemptions for individuals who have a medical condition or disability or because of a sincerely held religious belief.

The law would be administered by the Department of Fair Employment and Housing (DFEH) and would allow for the DFEH to impose penalties on employers who fail to comply.

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