

PROTECT FLORIDA JOBS

PROTECTING EMPLOYEES

Private Employer COVID-19 vaccine mandates are prohibited.

If employers do have a vaccine policy, then they must afford the following exceptions:

- ✓ Employees with health or religious concerns are exempt from any vaccine requirement.
- ✓ Pregnant women or women who anticipate pregnancy are exempt.
- ✓ Employees who have recovered from COVID-19 are exempt.
- ✓ Employers must provide ALL EMPLOYEES the option to choose periodic COVID-19 testing or PPE as an alternative to a vaccine requirement (at no cost to employees) - test frequency to be determined by the Florida Department of Health.

Employers who violate these employee health protections will be fined.

- ✓ Small businesses (99 employees or less) will face \$10,000 per employee violation.
- ✓ Medium & big businesses will face \$50,000 per employee violation.

Government entities may not require COVID-19 vaccinations of anyone, including employees.

PROTECTING FAMILIES

- ✓ Educational institutions may not require students to be COVID-19 vaccinated.
- ✓ School districts may not require students to wear face masks.
- ✓ School districts may not quarantine healthy students.
- ✓ Students and parents may sue violating school districts and recover attorney's fees.