AN ACT concerning health and healthcare; relating to vaccine
requirements; relating to child care facilities and elementary, secondary
and public or private postsecondary educational institutions; prohibiting
an inquiry into the sincerity of a request for an exemption from vaccine
requirements; repealing the meningitis vaccine requirement to live in
student housing; amending K.S.A. 65-508 and 72-6262 and K.S.A.
2022 Supp. 44-663 and repealing the existing sections; also repealing
K.S.A. 76-761a.

Be it enacted by the Legislature of the State of Kansas:
Section 1. K.S.A. 2022 Supp. 44-663 is hereby amended to read as
follows: 44-663. (a) Notwithstanding any provision of law to the contrary,
if an employer implements a COVID-19 any vaccine requirement, the
employer shall exempt an employee from such requirement, without
punitive action, if the employee submits a written waiver request to the
employer stating that complying with such requirement would:
(1) Endanger the life or health of the employee or an individual who
resides with the employee, as evidenced by an accompanying written
statement signed by a physician or another person who performs acts
pursuant to practice agreements, protocols or at the order, direction or
delegation of a physician; or
(2) violate sincerely held religious beliefs of the employee, as
evidenced by an accompanying written statement signed by the employee.
(b) An employer shall grant an exemption requested in accordance
with this section based on sincerely held religious beliefs without inquiring
into the sincerity of the request.
(c) (1) An employee aggrieved by a violation of this section may file
a complaint with the secretary of labor alleging that an employer failed to
offer an exemption, improperly denied an exemption request, took punitive
action against the employee or committed any other violation of this
section.
(2) (A) The secretary of labor shall promptly commence an
investigation of each complaint filed pursuant to this subsection. The
secretary shall complete such investigation and issue a final order within
60 calendar days after the filing of the complaint. At a minimum, the
investigation shall determine whether:
(i) The employer imposed a COVID-19 vaccine requirement;
(ii) the employee submitted a written waiver request in accordance with this section; and
(iii) the employer committed any violation of this section.

(B) Upon completing the investigation, the secretary of labor shall issue an order containing findings and conclusions as to whether the employer violated this section and provide such order to the employee and the employer. Such order is a final order for purposes of judicial review and shall state the right of the employee or the employer to appeal as provided in the Kansas judicial review act.

(C) If the secretary of labor issues a final order finding that an employer violated this section, the secretary shall issue an order containing such findings and provide such order to the employee, the employer and the attorney general.

(3) (A) Except as provided in paragraph (3)(B), upon receipt of an order from the secretary of labor pursuant to paragraph (2), the attorney general shall secure enforcement of such order by filing an action in an appropriate district court to impose civil penalties.

(B) The attorney general shall not file a civil action against an employer if the employer reinstates the terminated employee with back pay to the date that the complaint was received by the secretary of labor under this subsection.

(C) In an action filed pursuant to this subsection, the court may impose a civil penalty not to exceed:
(i) $10,000 per violation for an employer with fewer than 100 employees; or
(ii) $50,000 per violation for an employer with 100 or more employees.

(D) In determining the amount of the civil penalty for a violation, the court may consider the following factors:
(i) Whether the employer knowingly and willfully violated this section;
(ii) whether the employer has shown good faith in attempting to comply with this section;
(iii) whether the employer has taken action to correct the violation;
(iv) whether the employer has been previously assessed a civil penalty for violating this section; and
(v) any other mitigating or aggravating factor that fairness or due process requires.

(4) All civil penalties assessed and collected under this subsection shall be remitted to the state treasurer in accordance with the provisions of K.S.A. 75-4215, and amendments thereto. Upon receipt of each such remittance, the state treasurer shall deposit the entire amount in the state
treasury to the credit of the employment security fund, established by K.S.A. 44-712, and amendments thereto.

(d) As used in this section:

(1) "COVID-19 vaccine" means an immunization, vaccination or injection against disease caused by the novel coronavirus identified as SARS-CoV-2 or disease caused by a variant of the virus;

(2) "COVID-19 vaccine requirement" means that an employer:

(A) Requires an employee to receive a COVID-19 vaccine;

(B) requires an employee to provide documentation certifying receipt of a COVID-19 vaccine; or

(C) enforces a requirement described in subparagraph (A) or (B) that is imposed by the federal government or any other entity;

(3) "Employee" means:

(A) An individual who is employed in this state for wages by an employer;

(B) an applicant for employment by an employer; or

(C) a noncompensated intern or apprentice for an employer; or

(D) a student attending a public or nonpublic high school or a postsecondary educational institution who, as part of coursework, interacts with patients and delivers care at a healthcare facility under the supervision of an individual licensed to provide such patient care.

(4) "employer" means any person in this state who employs one or more persons and includes the state of Kansas and all political subdivisions of the state;

(5) "person" means an individual, partnership, association, organization, corporation, legal representative, trustee, trustee in bankruptcy or receiver;

(6) "physician" means an individual licensed by the state board of healing arts to practice medicine and surgery;

(7) "punitive action" means any of the following actions related to the employee's exemption request: Dismissal, demotion, transfer, reassignment, suspension, reprimand, warning of possible dismissal, withholding of work or assessing any monetary penalty or unreasonable charge; and

(8) "religious beliefs" includes, but is not limited to, theistic and non-theistic moral and ethical beliefs as to what is right and wrong that are sincerely held with the strength of traditional religious views;

(7) "vaccine" means an immunization, vaccination, injection or series thereof that is administered to stimulate immunity against a particular disease; and

(8) "vaccine requirement" means that an employer:

(A) Requires an employee to receive a vaccine;

(B) requires an employee to provide documentation certifying receipt
of a vaccine; or
(C) enforces a requirement described in subparagraph (A) or (B) that
is imposed by the federal government or any other entity.
Sec. 2. K.S.A. 65-508 is hereby amended to read as follows: 65-508.
(a) Any maternity center or child care facility subject to the provisions of
this act shall:
(1) Be properly heated, plumbed, lighted and ventilated;
(2) have plumbing, water and sewerage systems which conform
to all applicable state and local laws; and
(3) be operated with strict regard to the health, safety and welfare of
any woman or child.

(b) Every maternity center or child care facility shall furnish or cause
to be furnished for the use of each resident and employee individual towel,
washcloth, comb and individual drinking cup or sanitary
bubbling fountain, and toothbrushes for all other than infants, and shall
keep or require such articles to be kept at all times in a clean and sanitary
condition. Every maternity center or child care facility shall comply with
all applicable fire codes and rules and regulations of the state fire marshal.

(c) (1) The secretary of health and environment with the cooperation
of the secretary for children and families shall develop and adopt rules and
regulations for the operation and maintenance of maternity centers and
child care facilities. The rules and regulations for operating and
maintaining maternity centers and child care facilities shall be designed to
promote the health, safety and welfare of any woman or child served in
such facilities by ensuring safe and adequate physical surroundings,
healthful food, adequate handwashing, safe storage of toxic substances and
hazardous chemicals, sanitary diapering and toileting, home sanitation,
supervision and care of the residents by capable, qualified persons of
sufficient number, after-hour care, an adequate program of activities and
services, sudden infant death syndrome and safe sleep practices training,
prohibition on corporal punishment, crib safety, protection from electrical
hazards, protection from swimming pools and other water sources, fire
drills, emergency plans, safety of outdoor playground surfaces, door locks,
safety gates and transportation and such appropriate parental participation
as may be feasible under the circumstances. Boarding schools are excluded
from requirements regarding the number of qualified persons who must
supervise and provide care to residents.

(2) Rules and regulations developed under this subsection shall
include provisions for the competent supervision and care of children in
day care facilities. For purposes of such rules and regulations, competent
supervision as this term relates to children less than five years of age
includes, but is not limited to, direction of activities, adequate oversight
including sight or sound monitoring, or both, physical proximity to
children, diapering and toileting practices; and for all children, competent supervision includes, but is not limited to, planning and supervision of daily activities, safe sleep practices, including, but not limited to, visual or sound monitoring, periodic checking, emergency response procedures and drills, illness and injury response procedures, food service preparation and sanitation, playground supervision, pool and water safety practices.

(d) In addition to any rules and regulations adopted under this section for safe sleep practices, child care facilities shall ensure that all of the following requirements are met for children under 12 months of age:

(1) A child shall only be placed to sleep on a surface and in an area that has been approved for use as such by the secretary of health and environment;

(2) the sleep surface shall be free from soft or loose bedding, including, but not limited to, blankets, bumpers and pillows; and

(3) the sleep surface shall be free from toys, including mobiles and other types of play equipment or devices.

(e) Child care facilities shall ensure that children over 12 months of age only be placed to sleep on a surface and in an area that has been approved for use as such by the secretary of health and environment.

(f) The secretary of health and environment may exercise discretion to make exceptions to requirements in subsections (d) and (e) where special health needs exist.

(g) Each child cared for in a child care facility, including children of the person maintaining the facility, shall be required to have current such immunizations as the secretary of health and environment considers necessary. The person maintaining a child care facility shall maintain a record of each child's immunizations and shall provide to the secretary of health and environment such information relating thereto, in accordance with rules and regulations of the secretary, but the person maintaining a child care facility shall not have such person's license revoked solely for the failure to have or to maintain the immunization records required by this subsection.

(h) (1) The immunization requirement of subsection (g) shall not apply if one of the following is obtained:

(2)(A) Certification from a licensed physician stating that the physical condition of the child is such that immunization would endanger the child's life or health; or

(2)(B) a written statement signed by at least one parent or guardian stating that the requirement would violate sincerely held religious beliefs of the parent or guardian is an adherent of a religious denomination whose teachings are opposed to immunizations.

(2) The person maintaining a child care facility shall grant an exemption requested in accordance with this subsection based on sincerely
held religious beliefs without inquiring into the sincerity of the request.

(3) As used in this section, "religious beliefs" includes, but is not limited to, theistic and non-theistic moral and ethical beliefs as to what is right and wrong that are sincerely held with the strength of traditional religious views.

(4) In an action for a violation of this subsection against a child care facility, the court shall award a prevailing plaintiff statutory damages of $25,000. The court may also award costs and reasonable attorney fees.

Sec. 3. K.S.A. 72-6262 is hereby amended to read as follows: 72-6262. (a) In each school year, every pupil student enrolling or enrolled in any school for the first time in this state, and each child enrolling or enrolled for the first time in a preschool or day care program operated by a school, and such other pupils students as may be designated by the secretary, prior to admission to and attendance at school, shall present to the appropriate school board certification from a physician or local health department that the pupil student has received such tests and inoculations as are deemed necessary by the secretary by such means as are approved by the secretary. Pupils Students who have not completed the required inoculations may enroll or remain enrolled while completing the required inoculations if a physician or local health department certifies that the pupil student has received the most recent appropriate inoculations in all required series. Failure to timely complete all required series shall be deemed non-compliance.

(b) (1) As an alternative to the certification required under subsection (a), a pupil student shall present:

(1) (A) An annual written statement signed by a licensed physician stating the physical condition of the child to be such that the tests or inoculations would seriously endanger the life or health of the child; or

(2) (B) a written statement signed by one at least one parent or guardian stating that the requirement would violate sincerely held religious beliefs of the child is an adherent of a religious denomination whose religious teachings are opposed to such tests or inoculations.

(2) The board of education of a school district shall grant such alternative to the certification presented in this subsection based on sincerely held religious beliefs without inquiring into the sincerity of the request.

(3) As used in this section, "religious beliefs" includes, but is not limited to, theistic and non-theistic moral and ethical beliefs as to what is right and wrong that are sincerely held with the strength of traditional religious views.

(4) In an action for a violation of this subsection against a school, the court shall award a prevailing plaintiff statutory damages of $25,000. The court may also award costs and reasonable attorney fees.
(c) On or before May 15 of each school year, the school board of every school affected by this act shall notify the parents or guardians of all known pupils students who are enrolled or who will be enrolling in the school of the provisions this act and any policy regarding the implementation of the provisions of this act adopted by the school board.

(d) If a pupil student transfers from one school to another, the school from which the pupil student transfers shall forward with the pupil's transcript the certification or statement showing evidence of compliance with the requirements of this act to the school to which the pupil student transfers.

Sec. 4. K.S.A. 65-508, 72-6262 and 76-761a and K.S.A. 2022 Supp. 44-663 are hereby repealed.

Sec. 5. This act shall take effect and be in force from and after its publication in the statute book.