

SENATE FILE NO. SF1014

COVID-19-prohibiting coercion.

Sponsored by: Senator(s) Biteman, Hutchings, Salazar and  
Steinmetz and Representative(s) Bear,  
Haroldson, Jennings, Neiman and Rodriguez-  
Williams

A BILL

for

1 AN ACT relating to crimes and offenses; amending the  
2 elements of the crime of blackmail as specified;  
3 prohibiting coercion or intimidation in employment due to  
4 an employee's COVID-19 vaccination status; providing  
5 remedies; and providing for an effective date.

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7 *Be It Enacted by the Legislature of the State of Wyoming:*

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9 **Section 1.** W.S. 27-1-117 is created to read:

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11 **27-1-117. Prohibiting blackmail and coercion based on**  
12 **COVID-19 vaccination status in employment; remedies.**

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14 (a) As used in this section:

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2 (i) "COVID-19" means as defined by W.S.  
3 1-1-141(a)(ii);

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5 (ii) "COVID-19 immunity passport" means a  
6 document, digital record or software application that  
7 evidences that a person has received a COVID-19 vaccination  
8 or that a person has recovered from an active COVID-19  
9 infection;

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11 (iii) "COVID-19 vaccination" means any vaccine  
12 that is marketed to prevent COVID-19 or any vaccine that is  
13 marketed to diminish or decrease the symptoms of COVID-19;

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15 (iv) "COVID-19 vaccination status" means  
16 evidence of whether a person has received one (1) or more  
17 doses of a COVID-19 vaccine and shall include a COVID-19  
18 immunity passport.

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20 (b) No person shall discharge, threaten to discharge,  
21 intimidate, blackmail or coerce any employee by reason of  
22 the employee's COVID-19 vaccination status.

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1           (c) Any person who violates subsection (b) of this  
2 section:

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4           (i) May be enjoined from further violations of  
5 subsection (b) of this section in order to provide other  
6 appropriate relief, including but not limited to  
7 reinstatement of the employee;

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9           (ii) Is liable for exemplary damages to the  
10 employee in an amount set by the court, but not to exceed  
11 forty thousand dollars (\$40,000.00) for each violation as  
12 to each employee; and

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14           (iii) Is liable for the employee's reasonable  
15 costs and attorney fees, as set by the court, for enforcing  
16 his rights under this section.

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18           **Section 2.** W.S. 6-2-402 by creating a new subsection  
19 (f) is amended to read:

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21           **6-2-402. Blackmail; aggravated blackmail; penalties.**

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1       (f) A person commits blackmail if, with the intent to  
2 compel another person to receive a COVID-19 vaccination,  
3 the person threatens the livelihood, immediate or future  
4 employment or educational opportunities of the person. As  
5 used in this subsection, "COVID-19 vaccination" means any  
6 vaccine that is marketed to prevent COVID-19 or any vaccine  
7 that is marketed to diminish or decrease the symptoms of  
8 COVID-19.

9

10       **Section 3.** This act is effective immediately upon  
11 completion of all acts necessary for a bill to become law  
12 as provided by Article 4, Section 8 of the Wyoming  
13 Constitution.

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(END)