Engage PEO Client Alert:

Montana Enacts New Law Making Vaccination Status a Protected Class

Recently, Montana passed a law prohibiting an employer from taking certain actions against a person based on vaccination status or whether the person has an immunity passport.

Those actions include:

- refusing employment to a person,
- barring a person from employment, or
- discriminating against a person in compensation or in a term, condition, or privilege of employment.

The new law provides certain exceptions for schools, daycare facilities, healthcare, and long-term/nursing care facilities.

Additionally, the law specifies that an employer is not considered to be discriminating against an employee under this new law if they recommend that an employee receive a vaccine.

Please contact your Engage HR Consultant if you have any questions.