

## HR 5480

To clarify the applicability of the Religious Freedom Restoration Act of 1993 to rules issued under the Occupational Safety and Health Act of 1970 and to amend such Act to prohibit emergency temporary standards with respect to vaccines, and for other purposes.

**Congress:** 117 (2021–2023, Ended)

**Chamber:** House

**Policy Area:** Labor and Employment

**Introduced:** Oct 5, 2021

**Current Status:** Referred to the House Committee on Education and Labor.

**Latest Action:** Referred to the House Committee on Education and Labor. (Oct 5, 2021)

**Official Text:** <https://www.congress.gov/bill/117th-congress/house-bill/5480>

### Sponsor

**Name:** Rep. Estes, Ron [R-KS-4]

**Party:** Republican • **State:** KS • **Chamber:** House

### Cosponsors

No cosponsors are listed for this bill.

### Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred To	Oct 5, 2021

### Subjects & Policy Tags

#### Policy Area:

Labor and Employment

### Related Bills

No related bills are listed.

### Summary (as of Oct 5, 2021)

This bill places certain restrictions on employer-based vaccination requirements.

Specifically, the bill prohibits the Department of Labor from issuing an emergency temporary occupational safety or health standard that requires employers to ensure their employees receive a vaccine.

In addition, the bill expressly applies the Religious Freedom Restoration Act of 1993 (RFRA) to occupational health and safety rules issued by Labor. Currently, RFRA prohibits the government from substantially burdening a person's exercise of religion even if the burden results from a rule of general applicability, except in furtherance of a compelling governmental interest when using the least restrictive means.

## **Actions Timeline**

---

- **Oct 5, 2021:** Introduced in House
- **Oct 5, 2021:** Referred to the House Committee on Education and Labor.