



State of Wisconsin  
2021 - 2022 LEGISLATURE

LRBs0301/1  
MIM:wlj

**ASSEMBLY SUBSTITUTE AMENDMENT 1,  
TO ASSEMBLY BILL 675**

January 10, 2022 - Offered by Representative HORLACHER.

1     **AN ACT** *to create* 103.375 of the statutes; **relating to:** natural immunity to  
2           COVID-19 in lieu of proof of vaccination or test.

*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

3           **SECTION 1.** 103.375 of the statutes is created to read:

4           **103.375 Natural immunity in lieu of vaccination or test for COVID-19.**

5           **(1) DEFINITIONS.** In this section:

6           (a) “Employer” means a person engaging in any activity, enterprise, or business  
7           in this state and includes the state and any office, department, independent agency,  
8           authority, institution, association, society, or other body in state government created  
9           or authorized to be created by the constitution or any law.

10          (b) “Health care provider” means any of the following if the individual is  
11          licensed to practice in any state or territory of the United States:

- 1           1. A nurse.
- 2           2. A practical nurse.
- 3           3. A chiropractor.
- 4           4. A physician assistant.
- 5           5. A physician.
- 6           6. A pharmacist.

7           (c) “SARS-CoV-2 coronavirus” includes any variant or virus derived as a  
8 mutation of the SARS-CoV-2 coronavirus, which causes COVID-19.

9           **(2) NATURAL IMMUNITY IN LIEU OF VACCINATION OR TESTING.** If an employer  
10 requires an employee or prospective employee to receive a vaccine against the  
11 SARS-CoV-2 coronavirus and to show proof of having received the vaccine, or to be  
12 regularly tested for COVID-19 as a condition of an offer of employment or continued  
13 employment with the employer, and if the employer is not otherwise prohibited by  
14 law from requiring an employee or prospective employee to receive a vaccine against  
15 the SARS-CoV-2 coronavirus and to show proof of having received the vaccine, or  
16 to be regularly tested for COVID-19 as a condition of an offer of employment or  
17 continued employment with the employer, the employer shall accept, in lieu of  
18 requiring the vaccine, proof of having received the vaccine, or regular testing for  
19 COVID-19, documentation demonstrating natural immunity against the  
20 SARS-CoV-2 coronavirus, which may be any of the following:

21           (a) Documentation that is signed by a health care provider and dated after  
22 March 1, 2020, showing that the individual tested positive for COVID-19 or showing  
23 a serology test that demonstrates the presence of naturally occurring antibodies  
24 against the SARS-CoV-2 coronavirus in the individual’s blood.

