

117TH CONGRESS  
1ST SESSION

# H. R. 5592

To require the head of each Executive agency to submit a report on the effects of requiring the employees of such agency to be vaccinated against COVID–19, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

OCTOBER 15, 2021

Mr. JACKSON (for himself, Mr. BURGESS, Mrs. MILLER-MEEKS, and Mr. BABIN) introduced the following bill; which was referred to the Committee on Oversight and Reform

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## A BILL

To require the head of each Executive agency to submit a report on the effects of requiring the employees of such agency to be vaccinated against COVID–19, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Forbidding Repressive  
5       Executive Efforts and Denouncing Overreaching Man-  
6       dates Act” or the “FREEDOM Act”.

7       **SEC. 2. SENSE OF CONGRESS.**

8       Congress finds the following:

1           (1) President Biden’s recent Executive order on  
2       COVID–19 vaccine mandates is both unconstitu-  
3       tional and a Federal overreach.

4           (2) The decision to be vaccinated should only be  
5       made and known between an individual and his or  
6       her doctor.

7           (3) A Federal COVID–19 vaccine mandate is  
8       an infringement upon an individual’s freedom,  
9       rights, and liberty.

10          (4) A Federal COVID–19 vaccine mandate does  
11       not properly consider the strength of natural immu-  
12       nity.

13          (5) Individuals, businesses, localities, and  
14       States should have the personal choice whether or  
15       not to be vaccinated against COVID–19.

16 **SEC. 3. REPORT ON FEDERAL EMPLOYEE COVID–19 VAC-**  
17 **CINATION MANDATE.**

18       (a) IN GENERAL.—Not later than 90 days after the  
19       date of the enactment of this Act, the head of each Execu-  
20       tive agency shall submit to Congress—

21           (1) a report on the effects of a requirement  
22       that the employees of such Executive agency be vac-  
23       cinated against the COVID–19 virus, including—

24           (A) the estimated number of employees of  
25       such Executive agency—

1 (i) who do not intend to get vac-  
2 cinated; and

3 (ii) who would leave such Executive  
4 agency due to such a requirement;

5 (B) the effects on the workforce of such  
6 Executive agency and on the ability of such Ex-  
7 ecutive agency to carry out the mission of such  
8 Executive agency resulting from such employees  
9 leaving due to such a requirement;

10 (C) any plans of such Executive agency to  
11 mitigate any loss of institutional knowledge re-  
12 sulting from such employees leaving due to such  
13 a requirement; and

14 (D) estimates of how long such Executive  
15 agency will take to fill the positions left vacant  
16 by such employees leaving due to such a re-  
17 quirement and the costs of filling such posi-  
18 tions; and

19 (2) a certification whether such a requirement  
20 will adversely affect the ability of such Executive  
21 agency to carry out the mission of such Executive  
22 agency.

23 (b) DEFINITIONS.—In this Act:

1           (1) EMPLOYEE.—The term “employee” has the  
2           meaning given such term in section 2105 of title 5,  
3           United States Code.

4           (2) EXECUTIVE AGENCY.—The term “Executive  
5           agency” has the meaning given such term in section  
6           105 of title 5, United States Code.

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