

**As Reported by the House Economic Development, Commerce and Labor
Committee**

132nd General Assembly

**Regular Session
2017-2018**

Sub. H. B. No. 193

Representative Hagan

**Cosponsors: Representatives Butler, Conditt, Stein, Dean, Hood, Riedel, Vitale,
Goodman**

A BILL

To enact section 4113.73 of the Revised Code to 1
prohibit an employer from taking an adverse 2
employment action against a person who has not 3
been or will not be vaccinated against influenza 4
and to state the General Assembly's intent 5
regarding other vaccinations. 6

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:

Section 1. That section 4113.73 of the Revised Code be 7
enacted to read as follows: 8

Sec. 4113.73. (A) As used in this section, "employer" and 9
"employee" have the same meanings as in section 4113.51 of the 10
Revised Code. 11

(B) Except as provided in division (C) of this section, no 12
employer shall discharge without just cause, refuse to hire, or 13
otherwise discriminate against any person with respect to hire, 14
tenure, terms, conditions, or privileges of employment, or any 15
matter directly or indirectly related to employment, on the 16

basis that the person has not been or will not be vaccinated 17
against influenza for any reason, including medical, religious, 18
or philosophical. 19

(C) An employer may require an employee who has not been 20
or will not be vaccinated against influenza to comply with a 21
reasonable alternative policy adopted by the employer to protect 22
health and safety in the workplace. 23

(D) It is the intent of the general assembly that the 24
prohibition described in division (B) of this section shall not 25
be expanded to include vaccination against any disease or 26
illness other than influenza until the overwhelming scientific 27
consensus clearly indicates a present and immediate danger to 28
members of the public who receive the vaccination. 29