## As Re-Referred by the House Rules and Reference 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

<u>against influenza for any reason, including medical, religious,</u>	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