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

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

Section 1. That section 4113.73 of the Revised Code be

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enacted to read as follows: 8
``` "employee" have the same meanings as in section 4113.51 of the_ Revised Code.
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Sec. 4113.73. (A) As used in this section, "employer" and_
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"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
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

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against influenza for any reason, including medical, reliqious, ..... 18
or philosophical. ..... 19
(C) An emplover may require an emplovee 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 aqainst 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.

members of the public who receive the vaccination. 29```

