

STATE OF OKLAHOMA

1st Session of the 57th Legislature (2019)

HOUSE BILL 1098

By: West (Kevin)

AS INTRODUCED

An Act relating to labor; defining terms; prohibiting discrimination against unvaccinated employees; providing exception; providing for legislative intent; providing for codification; and providing an effective date.

BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 198.3 of Title 40, unless there is created a duplication in numbering, reads as follows:

A. As used in this section, "employer" and "employee" shall have the same meanings as in Section 165.1 of Title 40 of the Oklahoma Statutes.

B. Except as provided in subsection C of this section, no employer shall discharge without just cause, refuse to hire or otherwise discriminate against any person with respect to hire tenure, terms, conditions or privileges of employment, or any matter directly or indirectly related to employment, on the basis that the person has not been or will not be vaccinated.

1 C. An employer may require an employee who has not been or will
2 not be vaccinated against influenza to comply with a reasonable
3 alternative policy adopted by the employer to protect health and
4 safety in the workplace.

5 D. It is the intent of the Legislature that the prohibition
6 described in subsection B of this section shall not be expanded to
7 include vaccination against any disease or illness other than
8 influenza until the overwhelming scientific consensus clearly
9 indicates a present and immediate danger to members of the public
10 who receive the vaccination.

11 SECTION 2. This act shall become effective November 1, 2019.

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13 57-1-6944 LRB 12/10/18
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