

1 STATE OF OKLAHOMA

2 2nd Session of the 58th Legislature (2022)

3 HOUSE BILL 3156

By: West (Kevin)

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6 AS INTRODUCED

7 An Act relating to labor; prohibiting vaccination or
8 immunization mandates; prohibiting certain liability
9 for employers; prohibiting certain actions of
10 employees; providing penalty; providing exceptions;
11 providing for codification; and providing an
12 effective date.

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

14 SECTION 1. NEW LAW A new section of law to be codified
15 in the Oklahoma Statutes as Section 191.1 of Title 40, unless there
16 is created a duplication in numbering, reads as follows:

17 A. A public or private employer shall not mandate the
18 requirement of an employee or contractor to participate in
19 vaccination or immunization as part of the employer's policy,
20 whether written or verbal.

21 B. A public or private employer shall not be liable in a civil
22 action claiming an injury from exposure or potential exposure to any
23 virus, infection or disease.

24 C. No employee or contractor employed by a public or private
employer operating in this state shall:

- 1 1. Be required to disclose his or her vaccination or
2 immunization status for any virus, infection or disease;
- 3 2. Receive incentives, bonuses or any other reward for
4 disclosing or achieving a particular vaccination or immunization
5 status for any virus, infection or disease;
- 6 3. Be discriminated against based on his or her vaccination or
7 immunization status for any virus, infection or disease including,
8 but not limited to, harassment, different treatment, denial of
9 benefits or retaliation;
- 10 4. Be terminated, demoted, disciplined, denied employment or
11 otherwise penalized based on the employee's vaccination or
12 immunization status for any virus, infection or disease;
- 13 5. Be segregated from other employees based on vaccination or
14 immunization status for any virus, infection or disease; or
- 15 6. Be required to wear or display any insignia or mark, or
16 otherwise directly or indirectly disclose his or her vaccination or
17 immunization status for any virus, infection or disease.
- 18 D. Any public or private employer in violation of this section
19 shall be fined Five Thousand Dollars (\$5,000.00) for each offense.
- 20 E. This section shall not apply to the employment of an
21 individual by his or her parents, spouse, or child or to employment
22 in the domestic service of the employer.

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1 SECTION 2. This act shall become effective November 1, 2022.

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3 58-2-8453 LRB 12/16/21
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