

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

SENATE BILL 14

By: Bullard

AS INTRODUCED

An Act relating to vaccinations and immunizations; providing short title; amending 25 O.S. 2021, Section 1101, as amended by Section 3, Chapter 365, O.S.L. 2024 (25 O.S. Supp. 2024, Section 1101), which relates to discrimination in employment; modifying language to include disclosure of medical status; requiring exemption; requiring a certification of disclosure exemption be provided; providing for certain requirements; providing for submittal time frame; requiring certain acceptance; providing for vaccination disclosure exemption; providing for policy or regulation inclusions; providing form; amending 40 O.S. 2021, Section 192, which relates to violation of act; adding jurisdiction for enforcement of violations; updating statutory references; providing for noncodification; providing for codification; and declaring an emergency.

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

SECTION 1. NEW LAW A new section of law not to be codified in the Oklahoma Statutes reads as follows:

This act shall be known and may be cited as the "Privacy and Conscience Protection Act".

1 SECTION 2. AMENDATORY 25 O.S. 2021, Section 1101, as
2 amended by Section 3, Chapter 365, O.S.L. 2024 (25 O.S. Supp. 2024,
3 Section 1101), is amended to read as follows:

4 Section 1101. A. ~~This act~~ Section 1101 et seq. of this title
5 provides for exclusive remedies within the state of the policies for
6 individuals alleging discrimination in employment on the basis of
7 race, color, national origin, sex, religion, creed, age, disability
8 ~~or~~, genetic information, or disclosure of medical privacy.

9 B. ~~This act~~ Section 1101 et seq. of this title shall be
10 construed according to the fair import of its terms to further the
11 general purposes stated in this section and the special purposes of
12 the particular provision involved.

13 C. Any policy, program, or statute that prohibits sex
14 discrimination shall be construed to forbid unfair treatment of
15 females or males in relation to similarly situated members of the
16 opposite sex. The state or its political subdivisions shall not be
17 prohibited from establishing distinctions between sexes when such
18 distinctions are substantially related to an important government
19 objective, including, but not limited to, biology, privacy, safety,
20 or fairness.

21 SECTION 3. NEW LAW A new section of law to be codified
22 in the Oklahoma Statutes as Section 191.1 of Title 40, unless there
23 is created a duplication in numbering, reads as follows:

1 A. Any public or private employer operating in this state who
2 requires an employee or contractor to participate in vaccination or
3 immunization for COVID-19, as defined in Section 111 of Title 76 of
4 the Oklahoma Statutes, any variant, or future variants thereof as
5 part of an employer's policy, whether written or verbal, shall allow
6 for a privacy exemption for an employee or contractor to refuse
7 disclosure of his or her vaccination or immunization status. The
8 requirement of this subsection shall not be required of an employee
9 who can provide proof of natural immunity by presenting a positive
10 antibody test to his or her employer.

11 B. Every employee or contractor employed by a public or private
12 employer operating in this state shall be provided a certification
13 of disclosure exemption, which shall release the employee or
14 contractor from disclosing his or her vaccination or immunization
15 status due to an employer-mandated policy or regulation, whether
16 written or verbal, that involves or governs the vaccination or
17 immunization status for COVID-19, any variant, or future variants
18 thereof for employees or contractors. The certification of
19 disclosure exemption provided to an employee or contractor by the
20 employer, as required by this section, shall meet the following
21 requirements:

22 1. Upon adoption of any policy or regulation by a public or
23 private employer operating in this state, the employer shall provide
24 immediate notice to all employees or contractors of the policy

1 adopted by the employer. Such notice shall include a certification
2 of disclosure exemption for the employee or contractor. An employee
3 seeking to refuse disclosure shall complete the employer-provided
4 certification of disclosure exemption;

5 2. Upon receipt of the certification of disclosure exemption,
6 the employee or contractor shall be given thirty (30) calendar days
7 to complete and submit the certification to the employer;

8 3. Upon submission of the completed certification of disclosure
9 exemption by the employee or contractor, the employer shall accept,
10 without question, the certification of exemption and shall sign the
11 document acknowledging receipt;

12 4. Upon submission of the completed certification of disclosure
13 exemption, the employer shall not disclose employees or contractors
14 who refused to disclose their vaccination or immunization statuses
15 for COVID-19, any variant, or future variants thereof; and

16 5. All public or private employers operating in this state
17 shall maintain a signed copy of an employee's or contractor's
18 completed certification of disclosure exemption in the employee's or
19 contractor's employment file and shall provide a signed copy to the
20 employee or contractor upon request.

21 C. Any policy or regulation adopted by an employer to implement
22 the provisions of this section shall not:
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1 1. Disclose an employee's or contractor's vaccination or
2 immunization status for COVID-19, any variant, or future variants
3 thereof;

4 2. Provide incentives, bonuses, or any other reward for
5 disclosing an employee's or contractor's vaccination or immunization
6 status for COVID-19, any variant, or future variants thereof;

7 3. Discriminate against an employee or contractor due to his or
8 her refusal to disclose his or her vaccination or immunization
9 status for COVID-19, any variant, or future variants thereof.

10 Discrimination includes, but is not limited to, harassment,
11 different treatment, denial of benefits, or retaliation against an
12 employee or contractor;

13 4. Terminate, discipline, deny employment benefits to, or
14 otherwise penalize an employee or contractor by a reduction in pay
15 or benefits based on the employee's refusal to disclose vaccination
16 or immunization status for COVID-19, any variant, or future variants
17 thereof;

18 5. Segregate employees or contractors based on vaccination or
19 immunization status for COVID-19, any variant, or future variants
20 thereof; or

21 6. Require an employee or contractor to wear or display any
22 insignia or mark, or otherwise directly or indirectly disclose his
23 or her refusal to disclose vaccination or immunization status for
24 COVID-19, any variant, or future variants thereof.

1 An employer may offer reasonable accommodations for those who
2 refuse to disclose and provide an exemption from disclosure of
3 vaccination status. For the purposes of this section, "reasonable
4 accommodations" shall mean requiring the wearing of a mask when
5 interacting with or in close proximity to others or requiring
6 periodic testing not to exceed more than once weekly. Any costs
7 incurred by the implementation of these accommodations shall be paid
8 for by the employer.

9 D. An employee or contractor seeking an exemption from
10 disclosure of his or her vaccination or immunization status shall
11 complete the certification of exemption form included in this
12 subsection and deliver it to his or her employer.

13 CERTIFICATION OF DISCLOSURE EXEMPTION FOR VACCINATION STATUS

14 Please read and complete to request an employer exemption for
15 disclosing immunization or vaccination status.

16 All entries must be legible or form will be returned. Please print
17 unless signature is required.

_____ Name (Last,		_____ Birth	_____ Name of Employer	
_____ First, MI)		_____ Date		
_____ Phone Number		_____		
_____ Address	_____ County	_____	_____	
		_____	_____	
		City	Zip	

1 SECTION 4. AMENDATORY 40 O.S. 2021, Section 192, is
2 amended to read as follows:

3 Section 192. A. Each and every violation of any provision of
4 ~~Section 1 of this act~~ 191 of this title shall constitute a
5 misdemeanor, punishable by a fine in any amount not exceeding One
6 Hundred Dollars (\$100.00).

7 B. Each and every violation by the employer as provided in
8 Section 3 of this act shall be under the jurisdiction of the Office
9 of the Attorney General.

10 SECTION 5. It being immediately necessary for the preservation
11 of the public peace, health, or safety, an emergency is hereby
12 declared to exist, by reason whereof this act shall take effect and
13 be in full force from and after its passage and approval.

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