



# OHIO LEGISLATIVE SERVICE COMMISSION

## Bill Analysis

Paul Luzzi

### H.B. 193

132nd General Assembly  
(As Introduced)

**Reps.** Hagan, Butler, Conditt, Stein, Dean, Hood, Riedel, Vitale, Goodman

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## BILL SUMMARY

- Prohibits an employer from taking an adverse employment action against a person who has not been or will not be vaccinated against influenza.

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## CONTENT AND OPERATION

### Adverse employment action on the basis of vaccination against influenza

The bill prohibits an employer from discharging without just cause, refusing to hire, or otherwise discriminating 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 against influenza for any reason, including medical, religious, or philosophical.<sup>1</sup> The bill does not specify a penalty for a violation of the prohibition.

An "employer" is any person who has one or more employees. "Employer" includes an employer's agent; the state or any state agency or instrumentality; and any municipal corporation, county, township, school district, or other political subdivision or any agency or instrumentality of those entities.<sup>2</sup>

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## HISTORY

### ACTION

Introduced

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### DATE

05-01-17

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<sup>1</sup> R.C. 4113.73(B).

<sup>2</sup> R.C. 4113.73(A), by reference to R.C. 4113.51, not in the bill.