



OHIO LEGISLATIVE SERVICE COMMISSION

Tom Wert

Fiscal Note & Local Impact Statement

Bill: H.B. 193 of the 132nd G.A.

Status: As Reported by House Economic Development, Commerce and Labor

Sponsor: Rep. Hagan

Local Impact Statement Procedure Required: No

Subject: Prohibits an employer from disciplining an employee who has not been or will not be vaccinated against influenza

Detailed Fiscal Analysis

The bill does not appear to have any direct fiscal effect on the state or political subdivisions. It prohibits any employer, including the state and political subdivisions, from discharging without just cause, refusing to hire, or from otherwise discriminating against any person with respect to hire, tenure, terms, conditions, or privileges of employment on the basis that the person has not been or will not be vaccinated against influenza for any reason. The bill does, however, allow the employer to require an employee who has not or will not be vaccinated against influenza to comply with a reasonable alternative policy adopted by the employer to protect health and safety in the workplace. The bill does not establish any penalty for an employer who violates the prohibition. Finally, the bill expresses the General Assembly's intent that the prohibition not be expanded to include vaccination against any disease or illness other than influenza until the overwhelming scientific consensus clearly indicates a present and immediate danger to members of the public who receive the vaccination.

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