

1 STATE OF OKLAHOMA

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

3 COMMITTEE SUBSTITUTE

4 FOR

HOUSE BILL NO. 3878

By: Lepak

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7 COMMITTEE SUBSTITUTE

8 An Act relating to employers and employees; requiring  
9 certain mandatory employer vaccination policies to  
10 include certain exemptions; providing exemption;  
11 providing for codification; and declaring an  
12 emergency.

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 3402 of Title 63, unless there  
16 is created a duplication in numbering, reads as follows:

17 A. If an employer requires any vaccination as a prerequisite  
18 for employment, and that vaccination was not reasonably foreseeable  
19 at the time the job position was retained, such employer shall be  
20 required to offer exemptions from the mandatory vaccination  
21 requirements. The exemptions shall include:

22 1. An individual having a moral or religious tenet which  
23 opposes vaccination; or  
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1        2. A written statement by a licensed physician in this state  
2 stating the physical condition of the individual is such that a  
3 vaccine would endanger the life or health of the individual.

4        B. There shall be no justification evidence needed to be  
5 granted a moral or religious tenet exemption.

6        C. Where an employee is under eighteen (18) years of age, the  
7 employee shall not be required to receive any vaccinations without  
8 the written permission of a parent or guardian.

9        SECTION 2. It being immediately necessary for the preservation  
10 of the public peace, health or safety, an emergency is hereby  
11 declared to exist, by reason whereof this act shall take effect and  
12 be in full force from and after its passage and approval.

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14        58-2-10915        KN        03/02/22

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