

STATE OF OKLAHOMA

1st Session of the 46th Legislature (1997)

HOUSE BILL NO. 2063

By: Toure and Bastin

AS INTRODUCED

An Act relating to labor; prohibiting termination of certain employees without just cause; defining term; providing exceptions; authorizing certain civil action; specifying certain remedies; prohibiting certain damage awards; providing for codification; and providing an effective date.

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

SECTION 1. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 199.5a of Title 40, unless there is created a duplication in numbering, reads as follows:

A. An employer shall not terminate the employment of any employee who has been employed by the employer for a minimum of thirty (30) days unless the employer has just cause to terminate such employment. For purposes of this section, "employee" means an individual who works for an employer for hire for an average of at least twenty (20) hours a week.

B. The provisions of subsection A of this section shall not apply to:

1. An employee who is covered pursuant to a valid collective bargaining agreement between an employer and a labor organization;
or

2. An employee who is covered pursuant to an express written contract of employment having a specified duration.

C. Any person injured by a violation of subsection A of this section may bring a civil action against the employer who is in violation of such subsection. The court may award to the employee actual damages, reinstatement, back pay, court costs and attorney fees. No exemplary damages may be awarded for a violation of subsection A of this section.

SECTION 2. This act shall become effective November 1, 1997.

46-1-6446

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