

STATE OF OKLAHOMA

2nd Session of the 47th Legislature (2000)

HOUSE BILL HB2722

By: Gray

AS INTRODUCED

An Act relating to incapacitated persons; amending Section 1, Chapter 202, O.S.L. 1996, as renumbered by Section 1, Chapter 108, O.S.L. 1999 (12 O.S. Supp. 1999, Section 2611.2), which relates to mode and order of interrogation and presentation; defining the term "incapacitated witness"; amending 12 O.S. 1991, Section 2803.1, as last amended by Section 1, Chapter 24, O.S.L. 1998 (12 O.S. Supp. 1999, Section 2803.1), which relates to hearsay exceptions; providing for the admissibility of an out-of-court statement by an incapacitated person; requiring the State Department of Health to develop minimum staffing and training standards for nursing facilities and describing standards; amending 43A O.S. 1991, Section 10-104, as last amended by Section 4, Chapter 298, O.S.L. 1998 (43A O.S. Supp. 1999, Section 10-104), which relates to persons required to report abuse of vulnerable adults; providing immunity from civil or criminal liability for employers of caretakers who report misconduct of employees; amending 63 O.S. 1991, Section 1-1950.1, as last amended by Section 5, Chapter 249, O.S.L. 1992 (63 O.S. Supp. 1999, Section 1-1950.1), which relates to criminal arrest checks on nursing home employee candidates; providing termination date; defining terms; allowing for criminal history checks and fingerprinting searches of certain new employees by certain employers; adding to responsibilities of Oklahoma State Bureau of Investigation and the Department of Human Services relating to criminal history records search; defining terms; providing for criminal arrest records; authorizing certain persons to obtain records; providing for payment of fees; providing for process and procedures; specifying time periods; prohibiting permanent employment prior to obtaining certain records; authorizing certain temporary employment; making the Department of Human Services lead agency for disseminating fingerprint cards; providing for fees; providing for certain contracts; providing process and procedures; providing exceptions; providing for release of certain records; requiring information be given to applicants; prohibiting certain applicants; requiring certain termination; providing exceptions; requiring certain employees to complete rehabilitation programs; providing for confidentiality; specifying penalty; making certain activity unlawful; requiring certain reviews; conforming language; amending 63 O.S. 1991, Section 1-1950.3, as amended by Section 1, Chapter 129, O.S.L. 1999 (63 O.S. Supp. 1999, Section 1-1950.3), which relates to nurse aides; adding requirement that

nurse aides undergo criminal arrest checks; providing for codification; and providing an effective date.

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

SECTION 1. AMENDATORY Section 1, Chapter 202, O.S.L. 1996, as renumbered by Section 1, Chapter 108, O.S.L. 1999 (12 O.S. Supp. 1999, Section 2611.2), is amended to read as follows:

Section 2611.2 A. It is the intent of the Legislature in enacting this section to provide the court with discretion to employ unusual court procedures to protect the rights of children, while ensuring the rights of a criminal defendant and the integrity of the judicial process.

B. As used in this section:

1. "Minor witness" means any witness in a criminal proceeding that is under sixteen (16) years of age; and

2. "Support person" means a parent, other relative or a next friend chosen by the minor witness to accompany the minor witness to court proceedings;

3. "Incapacitated witness" means any witness in a criminal proceeding that is a person who is defined as an incapacitated person pursuant to Section 10-103 of Title 43A of the Oklahoma Statutes; and

4. "Witness" means minor witness and incapacitated witness.

C. 1. In any criminal proceeding, the court, upon motion of counsel, shall conduct a hearing to determine whether the testimony of a ~~minor~~ witness shall be closed to the public. In making the decision, the court shall consider:

- a. the nature and seriousness of the offense,
- b. the age of the ~~minor~~ witness,
- c. the relationship, if any, of the ~~minor~~ witness to the defendant,

- d. the extent to which the size of the community would preclude the anonymity of the ~~minor~~ witness,
- e. the likelihood of public disgrace of the ~~minor~~ witness,
- f. whether there is an overriding public interest in having the testimony of the minor or incapacitated person presented in open court,
- g. whether the district attorney has demonstrated a substantial risk that the identity of the ~~minor~~ witness would be disclosed to the public during the proceeding,
- h. whether the district attorney has demonstrated substantial probability that the disclosure of the identity of the ~~minor~~ witness would cause serious harm to the ~~minor~~ witness,
- i. whether the ~~minor~~ witness has disclosed information concerning the case to the public in a manner which would preclude anonymity of the ~~minor~~ witness, and
- j. other factors the court may deem necessary to protect the interests of justice.

2. The court shall enter an order stating its findings. If the court determines that the testimony of the ~~minor~~ witness shall be closed to the public, the court shall in its order establish who can be present during the testimony of the ~~minor~~ witness, which shall include:

- a. the defendant and defense counsel,
- b. any officer having custody of the defendant,
- c. the district attorney or designee and a representative for the state,
- d. court personnel as necessary to conduct the hearing, including but not limited to the judge, the court clerk, the bailiff, and the court reporter,

- e. jury members, if appropriate, and
- f. the ~~minor~~ witness and a support person for the ~~minor~~ witness.

D. If the court determines it to be appropriate, the testimony of the ~~minor~~ witness may be taken in chambers or in some other comfortable place other than the courtroom. When the testimony of a ~~minor~~ witness is to be taken in a courtroom, the ~~minor~~ witness and support person shall be brought into the court chambers prior to the taking of the testimony to meet for a reasonable period of time with the judge, the prosecutor and the defense attorney. This meeting shall be for the purpose of explaining the court procedures to the ~~minor~~ witness and to allow the attorneys an opportunity to establish a rapport with the ~~minor~~ witness to facilitate later questioning. No one shall discuss the defendant or any facts of the case with the ~~minor~~ witness during this meeting.

E. A ~~minor~~ witness shall have the right to be accompanied by a support person while giving testimony at any criminal proceeding. The support person shall not discuss the testimony of the ~~minor~~ witness with any other witnesses and shall be admonished by the court to not sway, prompt or influence the testimony of the ~~minor~~ witness in any way.

SECTION 2. AMENDATORY 12 O.S. 1991, Section 2803.1, as last amended by Section 1, Chapter 24, O.S.L. 1998 (12 O.S. Supp. 1999, Section 2803.1), is amended to read as follows:

Section 2803.1 A. A statement made by a child who has not attained thirteen (13) years of age or a person who is an incapacitated person or incapacitated person as such term is defined by Section 10-103 of Title 43A of the Oklahoma Statutes, which describes any act of physical abuse against the child or incapacitated person or any act of sexual contact performed with or on the child or incapacitated person by another, is admissible in criminal and juvenile proceedings in the courts in this state if:

1. The court finds, in a hearing conducted outside the presence of the jury, that the time, content and totality of circumstances surrounding the taking of the statement provide sufficient indicia of reliability so as to render it inherently trustworthy. In determining such trustworthiness, the court may consider, among other things, the following factors: the spontaneity and consistent repetition of the statement, the mental state of the declarant, whether the terminology used is unexpected of a child of similar age or incapacitated person , and whether a lack of motive to fabricate exists; and

2. The child or incapacitated person either:

- a. testifies or is available to testify at the proceedings or pursuant to the provisions of Section 753 et seq. of Title 22 of the Oklahoma Statutes, or
- b. is unavailable as defined in Section 2804 of this title as a witness. When the child or incapacitated person is unavailable, such statement may be admitted only if there is corroborative evidence of the act.

B. A statement may not be admitted under this section unless the proponent of the statement makes known to the adverse party ~~his~~ an intention to offer the statement and the particulars of the statement at least ten (10) days in advance of the proceedings to provide the adverse party with an opportunity to prepare to answer the statement.

SECTION 3. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 1-1908.2 of Title 63, unless there is created a duplication in numbering, reads as follows:

The State Department of Health in conjunction with the Office of the State Long-term Care Ombudsman of the Department of Human Services shall develop minimum staffing and training standards for nursing facilities. These standards shall be promulgated by the

State Board of Health and submitted to the Legislature no later than January 1 of each year. These standards shall regulate:

1. Number of all personnel, including management and supervisory personnel, having responsibility for any part of the care given to residents. The Department shall establish staffing ratios for facilities based upon acuity levels of the patients in facilities; and

2. Continuing education requirements for direct care staff.

SECTION 4. AMENDATORY 43A O.S. 1991, Section 10-104, as last amended by Section 4, Chapter 298, O.S.L. 1998 (43A O.S. Supp. 1999, Section 10-104), is amended to read as follows:

Section 10-104. A. Any person having reasonable cause to believe that a vulnerable adult is suffering from abuse, neglect, or exploitation shall make a report to either the Department of Human Services, the office of the district attorney in the county in which the suspected abuse, neglect, or exploitation occurred or the local municipal police department or sheriff's department as soon as ~~such~~ the person is aware of the situation. If a report is made to the Department of Human Services, the county office, after investigating the report, shall forward its findings to the office of the district attorney in the county in which the suspected abuse, neglect, or exploitation occurred. Persons required to make reports pursuant to this section shall include, but not be limited to:

1. Physicians;
2. Operators of emergency response vehicles and other medical professionals;
3. Social workers and other mental health professionals;
4. Law enforcement officials;
5. Staff of domestic violence programs; and
6. Long-term care facility personnel.

B. The report shall contain the name and address of the vulnerable adult, the name and address of the caretaker, if any, and a description of the situation of the vulnerable adult.

C. Any person who knowingly and willfully fails to promptly report any abuse, neglect, or exploitation as required by the provisions of subsection A of this section, upon conviction, shall be guilty of a misdemeanor.

D. Any person participating in good faith and exercising due care in the making of a report pursuant to the provisions of this section shall have immunity from any civil or criminal liability that might otherwise be incurred or imposed. Any such participant shall have the same immunity with respect to participation in any judicial proceeding resulting from such report. The same immunity from any civil or criminal liability shall also apply to previous employers of caretakers, who in good faith report to new employers or prospective employers any misconduct of the employee, whether confirmed or not, that relates in any way to abuse, neglect or exploitation of a vulnerable adult in the care of the caretaker.

E. Any person who willfully or recklessly makes a false report or a report without a reasonable basis in fact for such a report pursuant to the provisions of this section shall be civilly liable for any actual damages suffered by the person ~~or persons~~ being reported and for any punitive damages set by the court or jury which may be allowed in the discretion of the court or jury.

F. Any state or county medical examiner or physician who has reasonable cause to suspect that the death of any vulnerable adult may be the result of abuse or neglect as defined by Section 10-103 of this title shall make a report to the district attorney of the county in which the death occurred. The report shall include the name of the person making the report, the name of the deceased person, the facts or other evidence supporting such suspicion, and

any other information that may be of assistance to the district attorney in conducting an investigation into the matter.

G. No employer shall terminate the employment, prevent or impair the practice or occupation of or impose any other sanction on any employee solely for the reason that the employee made or caused to be made a report or cooperated with an investigation pursuant to the Protective Services for Vulnerable Adults Act. A court, in addition to other damages and remedies, may assess reasonable attorney fees against an employer who has been found to have violated the provisions of this subsection.

SECTION 5. AMENDATORY 63 O.S. 1991, Section 1-1950.1, as last amended by Section 5, Chapter 249, O.S.L. 1992 (63 O.S. Supp. 1999, Section 1-1950.1), is amended to read as follows:

Section 1-1950.1 A. The provisions of this section shall be effective through December 31, 2000.

B. For purposes of this section:

1. "Nurses aide" means any person who provides, for compensation, nursing care or health-related services to residents in a nursing facility, a specialized facility, a residential care home or an adult day care center and who is not a licensed health professional. Such term also means any person who provides such services to individuals in their own homes as an employee or contract provider of a home health or home care agency, or as a contract provider of the Nontechnical Medical Care Program of the Oklahoma Department of Human Services;

2. "Employer" means any of the following facilities, homes, agencies or programs which are subject to the provision of this section:

a. a nursing facility, specialized facility, or residential care home as such terms are defined in Section 1-1902 of this title,

- b. an adult day care center as such term is defined in Section 1-872 of this title,
- c. a home health or home care agency, and
- d. the Department of Human Services, in its capacity as an operator of any hospital or health care institution, or as a contractor with providers of the Nontechnical Medical Care Program;

3. "Home health or home care agency" means any person, partnership, association, corporation or other organization which administers, offers or provides health care services or supportive assistance for compensation to three or more ill, disabled, or infirm persons in the temporary or permanent residence of such persons, and includes any subunits or branch offices of a parent home health or home care agency; and

4. "Bureau" means the Oklahoma State Bureau of Investigation.

~~B.~~ C. 1. Except as otherwise provided by subsection ~~C~~ D of this section, before any employer makes an offer to employ or to contract with a nurses aide or other person to provide nursing care, health-related services or supportive assistance to any individual except as provided by paragraph 4 of this subsection, the employer shall provide for a criminal arrest check to be made on the nurses aide or other person pursuant to the provisions of this section. If the employer is a facility, home or institution which is part of a larger complex of buildings, the requirement of a criminal arrest check shall apply only to an offer of employment or contract made to a person who will work primarily in the immediate boundaries of the facility, home or institution.

2. Except as otherwise specified by subsection ~~D~~ E of this section, an employer is authorized to obtain any criminal arrest records maintained by the Oklahoma State Bureau of Investigation which the employer is required or authorized to request by the provisions of this section.

3. The employer shall request the Bureau to conduct a criminal arrest check on the person and shall provide to the Bureau any relevant information required by the Bureau to conduct the check. The employer shall pay a fee of Ten Dollars (\$10.00) to the Bureau for each criminal arrest check that is conducted pursuant to such a request.

4. The requirement of a criminal arrest check shall not apply to an offer of employment made to:

- a. a nursing home administrator licensed pursuant to the provisions of Section 330.53 of this title~~†~~1
- b. any person who is the holder of a current license or certificate issued pursuant to the laws of this state authorizing such person to practice the healing arts~~†~~1
- c. a registered nurse or practical nurse licensed pursuant to the Oklahoma Nursing Practice Act~~†~~1
- d. a physical therapist registered pursuant to the Physical Therapy Practice Act~~†~~1
- e. a physical therapist assistant licensed pursuant to the Physical Therapy Practice Act~~†~~1
- f. a social worker licensed pursuant to the provisions of the Social Workers' Licensing Act~~†~~1
- g. a speech pathologist or audiologist licensed pursuant to the Speech Pathology and Audiology Licensing Act~~†~~1
- h. a dietitian licensed pursuant to the provisions of the Licensed Dietitian Act~~†~~1
- i. an occupational therapist licensed pursuant to the Occupational Therapy Practice Act~~†~~1 or
- j. an individual who is to be employed by a nursing service conducted by and for the adherents of any religious denomination, the tenets of which include reliance on spiritual means through prayer alone for healing.

5. At the request of an employer, the Bureau shall conduct a criminal arrest check on any person employed by the employer, including the persons specified in paragraph 4 of this subsection at any time during the period of employment of such person.

~~C.~~ D. 1. An employer may make an offer of temporary employment to a nurses aide or other person pending the results of the criminal arrest check on the person. The employer in such instance shall provide to the Bureau the name and relevant information relating to the person within seventy-two (72) hours after the date the person accepts temporary employment. The employer shall not hire or contract with a person on a permanent basis until the results of the criminal arrest check are received.

2. An employer may accept a criminal arrest report less than one (1) year old of a person to whom such employer makes an offer of employment or employment contract. The report shall be obtained from the previous employer or contractor of such person and shall only be obtained upon the written consent of such person.

~~D.~~ E. 1. The Bureau shall not provide to the employer the criminal arrest records of a person being investigated pursuant to this section unless the criminal records relate to:

- a. any felony or misdemeanor classified as a crime against the person~~†~~L
- b. any felony or misdemeanor classified as a crime against public decency or morality~~†~~L
- c. any felony or misdemeanor classified as domestic abuse pursuant to the provisions of the Protection from Domestic Abuse Act~~†~~L
- d. a felony violation of any state statute intended to control the possession or distribution of a Schedule I through V drug pursuant to the Uniform Controlled Dangerous Substances Act~~†~~L and

- e. any felony or misdemeanor classified as a crime against property.

2. Within five (5) days of receiving a request to conduct a criminal arrest check, the Bureau shall complete the criminal arrest check and report the results of the check to the requesting employer.

~~E.~~ F. Every employer who is subject to the provisions of this section shall inform each applicant for employment, or each prospective contract provider, as applicable, that the employer is required to obtain a criminal arrest record before making an offer of permanent employment or contract to a nurses aide or other person described in subsection ~~B~~ C of this section.

~~F.~~ G. 1. If the results of a criminal arrest check reveal that the subject person has been convicted of any of the following offenses, the employer shall not hire or contract with the person:

- a. assault, battery, or assault and battery with a dangerous weapon~~†~~†
- b. aggravated assault and battery~~†~~†
- c. murder or attempted murder~~†~~†
- d. manslaughter, except involuntary manslaughter~~†~~†
- e. rape, incest or sodomy~~†~~†
- f. indecent exposure and indecent exhibition~~†~~†
- g. pandering~~†~~†
- h. child abuse~~†~~†
- i. abuse, neglect or financial exploitation of any person entrusted to his care or possession~~†~~†
- j. burglary in the first or second degree~~†~~†
- k. robbery in the first or second degree~~†~~†
- l. robbery or attempted robbery with a dangerous weapon, or imitation firearm~~†~~†
- m. arson in the first or second degree~~†~~†

- n. unlawful possession or distribution, or intent to distribute unlawfully, Schedule I through V drugs as defined by the Uniform Controlled Dangerous Substances Act~~†~~L
- o. grand larceny~~†~~L or
- p. petit larceny or shoplifting within the past seven (7) years.

2. If the results of a criminal arrest check reveal that an employee or a person hired on a temporary basis pursuant to subsection ~~E~~ D of this section or any other person who is an employee or contract provider has been convicted of any of the offenses listed in paragraph 1 of this subsection, the employer shall immediately terminate the person's employment or contract. The provisions of this paragraph shall not apply to an employee or contract provider of an employer who has completed the requirements for certification and placement on the nurse aide registry and who has been continuously employed by the employer prior to January 1, 1992.

~~G~~ H. An employer shall not employ or continue employing a person addicted to any Schedule I through V drug as specified by the Uniform Controlled Dangerous Substances Act unless the person produces evidence that the person has successfully completed a drug rehabilitation program.

~~H~~ I. All criminal records received by the employer are confidential and are for the exclusive use of the State Department of Health and the employer which requested the information. Except on court order or with the written consent of the person being investigated, the records shall not be released or otherwise disclosed to any other person or agency. These records shall be destroyed after one (1) year from the end of employment of the person to whom such records relate.

~~I.~~ J. Any person releasing or disclosing any information received pursuant to this section without the authorization prescribed by this section shall be guilty of a misdemeanor.

~~J.~~ K. As part of the inspections required by the Nursing Home Care Act, the Residential Care Act, and the Adult Day Care Act, the State Department of Health shall review the employment files of any facility or home required to obtain criminal records to ensure such facilities or homes are in compliance with the provisions of this section.

SECTION 6. NEW LAW A new section of law to be codified in the Oklahoma Statutes as Section 1-1950.1a of Title 63, unless there is created a duplication in numbering, reads as follows:

A. This section shall be effective January 1, 2001.

B. For purposes of this section:

1. "Nurses aide" means any person who provides, for compensation, nursing care or health-related services to residents in a nursing facility, a specialized facility, a residential care home or an adult day care center and who is not a licensed health professional. Such term also means any person who provides such services to individuals in their own homes as an employee or contract provider of a home health or home care agency, or as a contract provider of the Nontechnical Medical Care Program of the Oklahoma Department of Human Services;

2. "Employer" means any of the following facilities, homes, agencies or programs which are subject to the provision of this section:

- a. a nursing facility, specialized facility, or residential care home as such terms are defined in Section 1-1902 of Title 63 of the Oklahoma Statutes,
- b. an adult day care center as such term is defined in Section 1-872 of Title 63 of the Oklahoma Statutes,
- c. a home health or home care agency, and

d. the Department of Human Services, in its capacity as an operator of any hospital or health care institution, or as a contractor with providers of the Nontechnical Medical Care Program;

3. "Home health or home care agency" means any person, partnership, association, corporation or other organization which administers, offers or provides health care services or supportive assistance for compensation to three or more ill, disabled, or infirm persons in the temporary or permanent residence of such persons, and includes any subunits or branch offices of a parent home health or home care agency; and

4. "Bureau" means the Oklahoma State Bureau of Investigation.

C. 1. a. Except as otherwise provided by subsection G of this section, before any employer makes an offer to employ or to contract with a nurses aide or other person to provide nursing care, health-related services or supportive assistance to any individual, except as provided by subsection E of this section, the employer shall provide for a criminal arrest check to be made on the nurses aide or other person pursuant to the provisions of this section. If the employer is a facility, home or institution which is part of a larger complex of buildings, the requirement of a criminal arrest check shall apply only to an offer of employment or contract made to a person who will work primarily in the immediate boundaries of the facility, home or institution.

b. If the applicant has lived in Oklahoma for less than one (1) year, a criminal history records search shall also be obtained from the previous state of residence.

2. Except as otherwise specified by subsection D of this section, an employer is authorized to obtain any criminal arrest

records maintained by the Oklahoma State Bureau of Investigation which the employer is required or authorized to request by the provisions of this section.

3. The employer shall request the Bureau to conduct a criminal arrest check on the person and shall provide to the Bureau any relevant information required by the Bureau to conduct the check. The employer shall pay a fee of Ten Dollars (\$10.00) to the Bureau for each criminal arrest check that is conducted pursuant to such a request.

4. Within five (5) days of receiving a request to conduct a criminal arrest check, the Bureau shall complete the criminal arrest check and report the results of the check to the requesting employer.

D. 1. In addition to a criminal arrest check pursuant to subsection C of this section, except as otherwise provided by subsection G of this section, before any employer makes an offer to employ or to contract with a nurses aide or other person to provide nursing care, health-related services or supportive assistance to any individual, except as provided by subsection E of this section, the employer shall provide for a national criminal history records search based upon submission of fingerprints to be made on the nurses aide or other person pursuant to the provisions of this section. If the employer is a facility, home or institution which is part of a larger complex of buildings, the requirement of a national criminal history records search based upon submission of fingerprints shall apply only to an offer of employment or contract made to a person who will work primarily in the immediate boundaries of the facility, home or institution.

2. The national criminal history records search based upon submission of fingerprints shall be obtained by the employer through the Department of Human Services.

3. a. The Department of Human Services shall be the lead agency for disseminating fingerprint cards for obtaining and requesting a national criminal history records search based upon submission of fingerprints from the Oklahoma State Bureau of Investigation as required by this section.
- b. Any fees charged by the Oklahoma State Bureau of Investigation or the Federal Bureau of Investigation for such searches shall be paid by the requesting entity.
- c. The Department of Human Services shall contract with the Oklahoma State Bureau of Investigation to obtain national criminal history records searches based upon submission of fingerprints required pursuant to this section.
- d. Upon request for a national criminal history records search based upon submission of fingerprints, the Oklahoma State Bureau of Investigation shall forward one set of fingerprints to the Federal Bureau of Investigation for the purpose of conducting such a national criminal history records search.

4. The State Department of Health may authorize an exception to the fingerprinting requirement for a person who has a physical condition which precludes such person from being fingerprinted.

E. The requirements of a criminal arrest check and a national criminal history records search shall not apply to an offer of employment made to:

1. A nursing home administrator licensed pursuant to the provisions of Section 330.53 of Title 63 of the Oklahoma Statutes;

2. Any person who is the holder of a current license or certificate issued pursuant to the laws of this state authorizing such person to practice the healing arts;

3. A registered nurse or practical nurse licensed pursuant to the Oklahoma Nursing Practice Act;

4. A physical therapist registered pursuant to the Physical Therapy Practice Act;

5. A physical therapist assistant licensed pursuant to the Physical Therapy Practice Act;

6. A social worker licensed pursuant to the provisions of the Social Workers' Licensing Act;

7. A speech pathologist or audiologist licensed pursuant to the Speech Pathology and Audiology Licensing Act;

8. A dietitian licensed pursuant to the provisions of the Licensed Dietitian Act;

9. An occupational therapist licensed pursuant to the Occupational Therapy Practice Act; or

10. An individual who is to be employed by a nursing service conducted by and for the adherents of any religious denomination, the tenets of which include reliance on spiritual means through prayer alone for healing.

F. Upon request pursuant to this section, the Bureau shall conduct a criminal arrest check or request a national criminal history records search based upon submission of fingerprints on any person employed by the employer, including the persons specified in subsection E of this section at any time during the period of employment of such person.

G. 1. An employer may make an offer of temporary employment to a nurses aide or other person pending the results of the criminal arrest check on the person and a national criminal history records search based upon submission of fingerprints. The employer in such instance shall provide to the Bureau the name and relevant information relating to the person within seventy-two (72) hours after the date the person accepts temporary employment.

2. The employer shall not hire or contract with a person on a permanent basis until the results of the criminal arrest check and a national criminal history records search based upon submission of fingerprints are received.

H. The Bureau shall not provide to the employer the criminal arrest records or a national criminal history record search of a person being investigated pursuant to this section unless the records relate to:

1. Any felony or misdemeanor classified as a crime against the person;

2. Any felony or misdemeanor classified as a crime against public decency or morality;

3. Any felony or misdemeanor classified as domestic abuse pursuant to the provisions of the Protection from Domestic Abuse Act;

4. A felony violation of any state statute intended to control the possession or distribution of a Schedule I through V drug pursuant to the Uniform Controlled Dangerous Substances Act; and

5. Any felony or misdemeanor classified as a crime against property.

If the applicant has lived in Oklahoma for less than one (1) year, a criminal history records search shall also be obtained from the previous state of residence.

I. Every employer who is subject to the provisions of this section shall inform each applicant for employment, or each prospective contract provider, as applicable, that the employer is required to obtain a criminal arrest record and a national criminal history records search based upon submission of fingerprints before making an offer of permanent employment or contract to a nurses aide or other person described in subsection C of this section.

J. 1. If the results of a criminal arrest check or a national criminal history records search based upon submission of

fingerprints reveal that the subject person has been convicted of any of the following offenses, the employer shall not hire or contract with the person:

- a. assault, battery, or assault and battery with a dangerous weapon,
- b. aggravated assault and battery,
- c. murder or attempted murder,
- d. manslaughter, except involuntary manslaughter,
- e. rape, incest or sodomy,
- f. indecent exposure and indecent exhibition,
- g. pandering,
- h. child abuse,
- i. abuse, neglect or financial exploitation of any person entrusted to his care or possession,
- j. burglary in the first or second degree,
- k. robbery in the first or second degree,
- l. robbery or attempted robbery with a dangerous weapon, or imitation firearm,
- m. arson in the first or second degree,
- n. unlawful possession or distribution, or intent to distribute unlawfully, Schedule I through V drugs as defined by the Uniform Controlled Dangerous Substances Act,
- o. grand larceny, or
- p. petit larceny or shoplifting within the past seven (7) years.

2. If the results of a criminal arrest check or a national criminal history records search based upon submission of fingerprints reveal that an employee or a person hired on a temporary basis pursuant to subsection G of this section or any other person who is an employee or contract provider has been convicted of any of the offenses listed in paragraph 1 of this

subsection, the employer shall immediately terminate the person's employment or contract. The provisions of this paragraph shall not apply to an employee or contract provider of an employer who has completed the requirements for certification and placement on the nurse aide registry and who has been continuously employed by the employer prior to November 1, 2000.

K. An employer shall not employ or continue employing a person addicted to any Schedule I through V drug as specified by the Uniform Controlled Dangerous Substances Act unless the person produces evidence that the person has successfully completed a drug rehabilitation program.

L. All criminal records received by the employer are confidential and are for the exclusive use of the State Department of Health and the employer which requested the information. Except on court order or with the written consent of the person being investigated, the records shall not be released or otherwise disclosed to any other person or agency. These records shall be destroyed after one (1) year from the end of employment of the person to whom such records relate.

M. Any person releasing or disclosing any information received pursuant to this section without the authorization prescribed by this section shall be guilty of a misdemeanor.

N. As part of the inspections required by the Nursing Home Care Act, the Residential Care Act and the Adult Day Care Act, the State Department of Health shall review the employment files of any facility or home required to obtain criminal records to ensure such facilities or homes are in compliance with the provisions of this section.

SECTION 7. AMENDATORY 63 O.S. 1991, Section 1-1950.3, as amended by Section 1, Chapter 129, O.S.L. 1999 (63 O.S. Supp. 1999, Section 1-1950.3), is amended to read as follows:

Section 1-1950.3 A. 1. Until November 1, 2004, no employer or contractor who is subject to the provisions of Section 1-1950.1 or 1-1950.2 of this title or Section 6 of this act shall use, on a full-time, temporary, per diem, or other basis, any individual who is not a licensed health professional as a nurse aide for more than one hundred twenty (120) days, unless such individual has satisfied all requirements for certification and placement on the nurse aide registry maintained by the State Department of Health.

2. a. Effective November 1, 2004, no nursing facility, assisted living or other long-term care facility shall employ as a nurse aide, on a full-time, temporary, per diem, or any other basis, any individual who is not certified as a nurse aide in good standing on the nurse aide registry maintained by the State Department of Health.

b. The Department may grant a temporary emergency waiver to the provisions of this paragraph to any nursing facility, assisted living or other long-term care facility which can demonstrate that such facility has been unable to successfully meet its staffing requirements. The Department shall promulgate rules related to eligibility for receipt of such waiver, and the process and the conditions for obtaining the waiver.

B. 1. Until November 1, 2004, no person shall employ an individual as a nurse aide who has not completed the requirements for certification and placement on the nurse aide registry without written documentation of the individual's current registration in an approved course of study and training for nurse aides.

2. An individual employed as a nurse aide who is enrolled in an approved course of study and training for nurse aides shall successfully complete such course of study and training, obtain

certification, and be placed on the nurse aide registry within one hundred twenty (120) cumulative days of such completion in order to continue employment as a nurse aide.

3. Any nursing facility, assisted living or other long-term care facility that employs an individual who is in nurse aide training, as provided in this section, shall ensure that such individual is supervised at all times by no less than a licensed practical nurse.

4. No employer may utilize an individual who is in nurse aide training for more than one hundred twenty (120) cumulative days as a nurse aide.

5. For purposes of this subsection, "cumulative days" means the number of days an individual is utilized as a nurse aide by any employer in any nursing facility, assisted living or other long-term care facility.

C. Any person convicted of violating any of the provisions of this section ~~or~~, Section 1-1950.1 of this title or Section 6 of this act shall be guilty of a misdemeanor, punishable by a fine of not less than One Hundred Dollars (\$100.00) nor more than Three Hundred Dollars (\$300.00), imprisonment in the county jail for not more than thirty (30) days, or by both such fine and imprisonment.

SECTION 8. This act shall become effective November 1, 2000.

47-2-7796            KSM            6/12/15