

ENROLLED HOUSE  
BILL NO. 2488

By: Liotta, Dank, Greenwood,  
Peterson (Pam) and Wright  
of the House

and

Brogdon of the Senate

An Act relating to labor; prohibiting certain uses of social security numbers; providing exceptions under certain circumstances; 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 173.1 of Title 40, unless there is created a duplication in numbering, reads as follows:

A. 1. Any employing entity located in this state shall not do any of the following:

- a. publicly post or publicly display in any manner the social security number of an employee. For purposes of this paragraph, "publicly post" or "publicly display" means to intentionally communicate or otherwise make available to the general public,
- b. print the social security number of an employee on any card required for the employee to access information, products or services provided by the employing entity,
- c. require an employee to transmit their social security number over the Internet, unless the connection is secure or the social security number is encrypted,
- d. require an employee to use their social security number to access an Internet web site, unless a password or unique personal identification number or other authentication device is also required to access the Internet web site, or
- e. print the social security number of an employee on any materials that are mailed to the employee, unless state or federal law requires the social security number to be on the document to be mailed. Notwithstanding this paragraph, social security numbers may be included in applications and forms sent by mail, including documents sent as part of an application or enrollment process, or to establish,

amend or terminate an account, contract or policy, or to confirm the accuracy of the social security number.

2. The provisions of this subsection shall not apply to the state or any political subdivision of the state.

B. The provisions of this section shall not apply to a health benefit plan membership identification card issued or renewed prior to January 1, 2005. After January 1, 2005, the provisions of this section shall be applicable to all health benefit plan membership cards upon issuance or renewal.

C. This section shall not prevent the collection, use, or release of a social security number as otherwise required by state or federal law or the use of a social security number for internal verification or administrative purposes. An employee may also provide an employing entity with written permission to use their social security number for any of the uses otherwise prohibited by this section.

SECTION 2. This act shall become effective November 1, 2004.

Passed the House of Representatives the 5th day of May, 2004.

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Presiding Officer of the House of  
Representatives

Passed the Senate the 21st day of April, 2004.

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Presiding Officer of the Senate