

CS for SB 1686

THE STATE SENATE  
Monday, February 27, 2006

Committee Substitute for  
Senate Bill No. 1686

COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 1686 - By: LERBLANCE of the Senate and LIOTTA of the House.

[ state government - overtime and compensatory time - effective date - emergency ]

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

SECTION 1. AMENDATORY 74 O.S. 2001, Section 840-2.15, as amended by Section 2, Chapter 176, O.S.L. 2005 (74 O.S. Supp. 2005, Section 840-2.15), is amended to read as follows:

Section 840-2.15 A. The federal Fair Labor Standards Act, 29 U.S.C., Section 201, et seq., provides for minimum standards for both wages and overtime entitlement, and spells out administrative procedures by which covered work time must be compensated. This section is not a comprehensive listing of the provisions of the Fair Labor Standards Act and regulations promulgated thereunder, and is not intended to conflict with either the Act or the regulations. Nothing in this title or the federal Fair Labor Standards Act shall be construed to prohibit employees from receiving holiday pay at a rate from one and one-half (1 1/2) times to two (2) times their regular hourly rate, or compensation determined by the appointing authority, for time worked on a holiday, as defined in Section 82.1

1 of Title 25 of the Oklahoma Statutes, at the discretion of the  
2 appointing authority.

3 B. Any employee receiving compensatory time consistent with the  
4 provisions of the Fair Labor Standards Act shall exhaust such  
5 compensatory time prior to the taking of annual leave, except where  
6 the employee is subject to losing such annual leave due to the  
7 application of the accumulation limits in Section 840-2.20 of this  
8 title.

9 C. An employee receiving compensatory time under the provisions  
10 of subsection A of this section shall be permitted to use accrued  
11 compensatory time within one-hundred-eighty (180) days following the  
12 pay period in which it was accrued, provided the taking of  
13 compensatory time does not unduly impact agency operations or the  
14 health, safety or welfare of the public, or endanger public  
15 property. Agencies shall not be allowed to extend this one-hundred-  
16 eighty-day time period for employees in an institutional setting.  
17 The balance of any unused compensatory time received but not taken  
18 during this time period shall be paid to the employee at the  
19 employee's current regular hourly rate.

20 D. As used in this section, "institutional setting" shall mean  
21 any agency or part of any agency where twenty-four-hour care,  
22 monitoring or supervision is required for patients, clients or  
23 inmates to protect public health, safety or property.

1 SECTION 2. This act shall become effective July 1, 2006.

2 SECTION 3. It being immediately necessary for the preservation  
3 of the public peace, health and safety, an emergency is hereby  
4 declared to exist, by reason whereof this act shall take effect and  
5 be in full force from and after its passage and approval.

6 COMMITTEE REPORT BY: COMMITTEE ON APPROPRIATIONS, dated 2-22-06 - DO  
7 PASS, As Amended and Coauthored.