

1 STATE OF OKLAHOMA

2 2nd Session of the 51st Legislature (2008)

3 HOUSE BILL 3138

By: Enns

4
5
6 AS INTRODUCED

7 An Act relating to employee benefits; amending 40
8 O.S. 2001, Section 2-404, which relates to leaving
9 work voluntarily; providing exception to
10 disqualification of benefits; requiring employer to
11 continue providing health insurance benefits for
12 certain former employees; stating requirements of
former employee to continue to receive insurance
benefits; providing option for former employee to
receive health insurance benefits upon subsequent
employment; providing for codification; and providing
an effective date.

13
14
15 BE IT ENACTED BY THE PEOPLE OF THE STATE OF OKLAHOMA:

16 SECTION 1. AMENDATORY 40 O.S. 2001, Section 2-404, is
17 amended to read as follows:

18 Section 2-404. LEAVING WORK VOLUNTARILY. ~~An~~ Except as provided
19 for in Section 2 of this act, an individual shall be disqualified
20 for benefits for leaving ~~his~~ the individual's last work voluntarily
21 without good cause connected to the work, if so found by the
22 Commission. Disqualification under this ~~subsection~~ section shall
23 continue for the full period of unemployment next ensuing after ~~he~~
24 the individual has left ~~his~~ work voluntarily without good cause

1 connected to the work and until such individual has become
2 reemployed and has earned wages equal to or in excess of ten (10)
3 times his weekly benefit amount. Good cause shall include but not
4 be limited to unfair treatment of the employee or the creating of
5 unusually difficult working conditions by the employer.

6 SECTION 2. NEW LAW A new section of law to be codified
7 in the Oklahoma Statutes as Section 2-404.3 of Title 40, unless
8 there is created a duplication in numbering, reads as follows:

9 A. Upon leaving a place of employment, an employer shall
10 continue to provide health insurance benefits through the employer's
11 health plan to the leaving employee if that employee:

12 1. Was an employee of the employer's place of business for a
13 minimum of ten (10) years; and

14 2. Agrees to pay for the continued health insurance coverage.

15 B. This section shall apply regardless of the reason the
16 employee leaves the place of employment.

17 C. If the employee secures subsequent employment, the employee
18 shall have the option of maintaining health insurance benefits under
19 the health insurance plan of the former employer or receiving health
20 insurance benefits through the plan of the current employer.

21 SECTION 3. This act shall become effective November 1, 2008.

22

23 51-2-8893 MMP 12/31/07

24