

1 ENGROSSED SENATE
2 BILL NO. 1814

By: Crain of the Senate

3 and

4 Sullivan of the House

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6
7 An Act relating to discrimination in employment;
8 amending 25 O.S. 2001, Section 1301, which relates to
9 definitions; adding certain definition; and providing
10 an effective date.

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

12 SECTION 1. AMENDATORY 25 O.S. 2001, Section 1301, is
13 amended to read as follows:

14 Section 1301. In Sections 1101 through 1706 of this title:

15 1. "Employer" means a person who has fifteen or more employees
16 for each working day in each of twenty (20) or more calendar weeks
17 in the current or preceding calendar year, or a person who as a
18 contractor or subcontractor is furnishing the material or performing
19 work for the state or a governmental entity or agency of the state
20 and includes an agent of such a person but does not include an
21 Indian tribe or a bona fide membership club not organized for
22 profit;

23 2. "Employment agency" means a person regularly undertaking
24 with or without compensation to procure employees for an employer or

1 to procure for employees opportunities to work for an employer and
2 includes an agent of such a person;

3 3. "Labor organization" includes:

4 a. an organization of any kind, an agency or employee
5 representation committee, group, association, or plan
6 in which employees participate and which exists for
7 the purpose, in whole or in part, of dealing with
8 employers concerning grievances, labor disputes,
9 wages, rates of pay, hours, or other terms or
10 conditions of employment,

11 b. a conference, general committee, joint or system
12 board, or joint council so engaged which is
13 subordinate to a national or international labor
14 organization, or

15 c. an agent of a labor organization;

16 4. "Handicapped person" means a person who has a physical or
17 mental impairment which substantially limits one or more of such
18 person's major life activities, has a record of such an impairment
19 or is regarded as having such an impairment; ~~and~~

20 5. "Age discrimination in employment" means discrimination in
21 employment of persons who are at least forty (40) years of age; and

22 6. "Sex", "Because of Sex" or "Based on Sex" includes, but is
23 not limited to, pregnancy, childbirth or related medical conditions;
24 women affected by pregnancy, childbirth or related medical

1 conditions shall be treated the same for all employment-related
2 purposes as other persons not so affected but similar in their
3 ability or inability to work.

4 SECTION 2. This act shall become effective November 1, 2010.

5 Passed the Senate the 25th day of February, 2010.

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8 Presiding Officer of the Senate

9 Passed the House of Representatives the ____ day of _____,
10 2010.

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12 _____
13 Presiding Officer of the House
14 of Representatives
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