

1 STATE OF OKLAHOMA

2 2nd Session of the 53rd Legislature (2012)

3 HOUSE BILL 2412

By: Roussetot

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6 AS INTRODUCED

7 An Act relating to soldiers and sailors; amending 72
8 O.S. 2011, Section 48.1, which relates to leaves of
9 absence from employment by certain service members;
10 clarifying language; and providing an effective date.

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

13 SECTION 1. AMENDATORY 72 O.S. 2011, Section 48.1, is
14 amended to read as follows:

15 Section 48.1 All officers and employees of any employer in the
16 private sector, who are members, either officers or enlisted, of the
17 Reserve Components, to include the Army and Air National Guard and
18 the Army, Navy, Air Force, Marine Corps, and Coast Guard Reserves,
19 or any other component of the Armed Forces of the United States,
20 shall, when ordered by the proper authority to active or inactive
21 duty or service, be entitled to a leave of absence from such private
22 civilian employment for the period of such service without loss of
23 status or seniority. During such leave of absence in any federal
24 fiscal year, the employer in the private sector may elect to pay the

1 officer or employee an amount equal to the difference between ~~his~~
2 the full regular pay from the employer in the private sector and ~~his~~
3 the military pay of the officer or employee. The durational limit
4 of protected military service as provided for in this section shall
5 not be less than that provided by federal law.

6 If any employer in the private sector fails to comply with the
7 provisions of this section, the officer or employee may bring an
8 action in district court for actual and compensatory damages for
9 such noncompliance and may be granted such relief as is just and
10 proper under the circumstances.

11 SECTION 2. This act shall become effective November 1, 2012.

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13 53-2-8458 SDR 12/28/11

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