

1 ENGROSSED HOUSE
2 BILL NO. 1969

By: O'Donnell, Hoskin and
Sherrer of the House

3 and

4 Brown of the Senate
5

6
7 An Act relating to labor; creating the Oklahoma
8 Employment First Act; requiring state agencies to
9 coordinate efforts to ensure certain policies and
10 funding support employment of disabled individuals;
11 authorizing state agencies to adopt rules; defining
12 terms; providing for codification; and providing an
13 effective date.

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

15 SECTION 1. NEW LAW A new section of law to be codified
16 in the Oklahoma Statutes as Section 360 of Title 40, unless there is
17 created a duplication in numbering, reads as follows:

18 A. This act shall be known and may be cited as the "Oklahoma
19 Employment First Act".

20 B. All state agencies shall coordinate efforts and shall
21 collaborate within and among such agencies to ensure that state
22 programs, policies, procedures and funding support competitive
23 integrated employment of individuals with disabilities. All state
24 agencies shall, whenever feasible, share data and information across

1 systems in order to track progress toward full implementation of
2 this act.

3 C. State agencies are authorized to adopt rules to implement
4 this act.

5 D. As used in this act:

6 1. "Competitive employment" means work in the competitive labor
7 market, or self-employment, that is performed on a full-time or
8 part-time basis in an integrated setting with the opportunity for
9 advancement and for which a person with a disability is compensated
10 at or above the minimum wage but not less than the customary wage
11 and level of benefits paid by the employer for the same or similar
12 work performed by persons without disabilities;

13 2. "Disability" means, with respect to an individual:

14 a. a physical or mental impairment that substantially
15 limits one or more major life activities of such
16 individual,

17 b. a record of such an impairment, or

18 c. being regarded as having such an impairment as defined
19 in the Americans with Disabilities Act of 1990, as
20 amended;

21 3. "Integrated setting" means, with respect to an employment
22 outcome, a setting typically found in the community in which
23 applicants or eligible individuals interact without disabilities,
24 other than those who are providing services to those applicants or

