

1 STATE OF OKLAHOMA

2 2nd Session of the 55th Legislature (2016)

3 HOUSE BILL 2730

By: Lockhart

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6 AS INTRODUCED

7 An Act relating to labor; prohibiting employers from
8 discriminating against employees who display the
9 American flag; providing for civil action and
penalties for violations; providing for codification;
and providing an effective date.

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

13 SECTION 1. NEW LAW A new section of law to be codified
14 in the Oklahoma Statutes as Section 901 of Title 40, unless there is
15 created a duplication in numbering, reads as follows:

16 A. No employer, public or private, or such employer's duly
17 authorized agent shall discharge or discriminate against any
18 employee in compensation or in terms, conditions or privileges of
19 employment for displaying an American flag on the employee's person
20 or work station, provided such display physically does not
21 substantially or materially interfere with the employee's job
22 duties.

23 B. An employee may bring a civil action in a court of competent
24 jurisdiction against any employer or persons alleged to have

1 violated the provisions of this section. The court shall have
2 jurisdiction to restrain violations of this section, within two (2)
3 years after such violation, and to order all appropriate relief,
4 including rehiring or reinstatement of the employee to his or her
5 former position with restoration of seniority, payment of lost
6 compensation, damages and reasonable attorney fees.

7 SECTION 2. This act shall become effective November 1, 2016.

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9 55-2-7574 LRB 12/28/15
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