

1 STATE OF OKLAHOMA

2 1st Session of the 55th Legislature (2015)

3 SENATE BILL 24

By: Quinn

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5  
6 AS INTRODUCED

7 An Act relating to state employees; amending 74 O.S.  
8 2011, Section 840-2.10, as last amended by Section 3,  
Chapter 237, O.S.L. 2013 (74 O.S. Supp. 2014, Section  
9 840-2.10), which relates to the State Employee  
Assistance Program; removing requirement for certain  
10 training program; abolishing the Employee Assistance  
Program Advisory Council; providing an effective  
11 date; and declaring an emergency.

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

14 SECTION 1. AMENDATORY 74 O.S. 2011, Section 840-2.10, as  
15 last amended by Section 3, Chapter 237, O.S.L. 2013 (74 O.S. Supp.  
16 2014, Section 840-2.10), is amended to read as follows:

17 Section 840-2.10. A. There is hereby created a State Employee  
18 Assistance Program within the Office of Management and Enterprise  
19 Services. The program may provide assistance to state agencies in  
20 their management of employees whose personal problems may have a  
21 negative impact on job performance. The program may also provide  
22 for assessment, referral, consultation, and problem resolution  
23 assistance to state employees and their family members seeking  
24 corrective help with medical or mental health problems, including

1 alcohol or drug abuse and emotional, marital, familial, financial or  
2 other personal problems. Participation in the State Employee  
3 Assistance Program shall be on a voluntary basis.

4 B. The Office of Management and Enterprise Services may enter  
5 into contracts which are necessary and proper to carry out the  
6 purposes and functions of the State Employee Assistance Program and  
7 establish standards and criteria which shall be met by entities to  
8 be eligible to contract with the Office of Management and Enterprise  
9 Services.

10 C. The Director of the Office of Management and Enterprise  
11 Services is hereby directed to:

12 1. Promulgate rules necessary for the administration of the  
13 State Employee Assistance Program and the maintenance and release of  
14 participant records; and

15 ~~2. Conduct training specific to the State Employee Assistance~~  
16 ~~Program; and~~

17 ~~3.~~ Establish evaluation methods to assess the effectiveness of  
18 the State Employee Assistance Program.

19 D. Nothing in this act is intended to nullify any agency's  
20 existing employee assistance program or to prohibit any state agency  
21 from establishing its own employee assistance program; provided,  
22 however, such programs established by state agencies shall be  
23 subject to compliance with rules promulgated by the Director of the  
24

1 Office of Management and Enterprise Services to ensure equitable  
2 treatment of employees.

3 E. Records that relate to participation by an individual in the  
4 State Employee Assistance Program or an employee assistance program  
5 established by a state agency shall be maintained separate and apart  
6 from regular personnel records and shall not become part of an  
7 employee's personnel file. Such records relating to an individual's  
8 participation in an employee assistance program shall be  
9 confidential and neither the records nor the testimony of an  
10 Employee Assistance Program professional shall be subject to  
11 subpoena unless a participant poses a threat to deliberately harm  
12 the participant or others. Such determination shall be made by an  
13 Employee Assistance Program ~~Professional~~ professional. A  
14 participant in an employee assistance program shall have a right of  
15 access to his or her own employee assistance program records.

16 F. No provision of this section or the rules promulgated  
17 pursuant to this section shall be construed to conflict with an  
18 appointing authority's responsibility and authority to maintain  
19 discipline or to take disciplinary measures against employees for  
20 misconduct or unacceptable performance. Further, participation or  
21 nonparticipation in any state employee assistance program shall not  
22 excuse an employee from discipline or otherwise affect the terms and  
23 conditions of such employee's employment status or opportunities for  
24 advancement with the state.

1 G. 1. ~~There is hereby created the Employee Assistance Program~~  
2 ~~Advisory Council to assist in the implementation of the state's~~  
3 ~~employee assistance program. The Council shall advise the Director~~  
4 ~~on policy issues and provide support to expand and improve program~~  
5 ~~services that are available to state employees and their families.~~

6 2. ~~The Employee Assistance Program Advisory Council shall~~  
7 ~~consist of the current nine (9) members who shall continue to hold~~  
8 ~~their current positions through June 30, 1995. Effective July 1,~~  
9 ~~1995, three members shall be appointed by the Governor, three~~  
10 ~~members shall be appointed by the Speaker of the House of~~  
11 ~~Representatives, and three members shall be appointed by the~~  
12 ~~President Pro Tempore of the Senate. All members shall serve two-~~  
13 ~~year terms, unless removed prior to the expiration of a term by the~~  
14 ~~respective individual making the appointment. Any vacancy in office~~  
15 ~~shall be filled by the individual who made the initial appointment.~~  
16 ~~The Council shall select a chair and vice-chair from among its~~  
17 ~~membership. A majority of the members of the Council shall~~  
18 ~~constitute a quorum to transact business, but no vacancy shall~~  
19 ~~impair the right of the remaining members to exercise all of the~~  
20 ~~powers of the Council and every act of a majority of the members~~  
21 ~~present shall be deemed the act of the Council.~~

22 3. ~~Members of the Council shall receive no compensation for~~  
23 ~~serving on the Council, but shall receive necessary travel~~  
24 ~~reimbursement by the employing agency for members who are state~~

1 ~~employees or appointing authorities of agencies pursuant to the~~  
2 ~~State Travel Reimbursement Act. Any member employed in state~~  
3 ~~government shall receive the reimbursement from their employing~~  
4 ~~entity. Members who are not employed in state government shall~~  
5 ~~receive travel reimbursement from the Office of Management and~~  
6 ~~Enterprise Services.~~

7 4. ~~The Council shall not have authority to adopt rules pursuant~~  
8 ~~to the Administrative Procedures Act.~~

9 H. The Legislature and the judicial branch of state government  
10 may utilize the services of the State Employee Assistance Program at  
11 their discretion.

12 SECTION 2. This act shall become effective July 1, 2015.

13 SECTION 3. It being immediately necessary for the preservation  
14 of the public peace, health and safety, an emergency is hereby  
15 declared to exist, by reason whereof this act shall take effect and  
16 be in full force from and after its passage and approval.

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