

1 ENGROSSED SENATE
2 BILL NO. 1023

By: Newberry of the Senate

3 and

4 Hickman of the House

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6 An Act relating to employment; declaring state
7 preemption authority; making certain ordinances void;
8 providing an exception for certain employees;
9 providing for codification; providing an effective
10 date; and declaring an emergency.

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

12 SECTION 1. NEW LAW A new section of law to be codified
13 in the Oklahoma Statutes as Section 160 of Title 40, unless there is
14 created a duplication in numbering, reads as follows:

15 As a matter of public policy and due to an overriding state
16 interest, the Legislature hereby occupies and preempts the entire
17 field of legislation in this state touching in any way mandated
18 minimum wage and employee benefits regarding mandatory minimum
19 number of vacation or sick leave days. Notwithstanding any
20 exemption from state statutes previously allowed for certain
21 municipalities pursuant to Section 1-101 of Title 11 of the Oklahoma
22 Statutes, no municipality or other political subdivision of this
23 state shall establish a mandatory minimum number of vacation or sick
24 leave days, whether paid or unpaid, or a minimum wage rate which an

1 employer would be required to pay or grant employees. Any existing
2 or future ordinances, orders or regulations in this field, except as
3 may be specifically provided in this section, are null and void.

4 The provisions of this section shall not affect the minimum
5 number of vacation or sick leave days, whether paid or unpaid,
6 authorized by a municipality for its employees as a benefit of
7 employment.

8 SECTION 2. This act shall become effective July 1, 2014.

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

13 Passed the Senate the 10th day of March, 2014.

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Presiding Officer of the Senate

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17 Passed the House of Representatives the ____ day of _____,
18 2014.

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Presiding Officer of the House
of Representatives

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