

COMMITTEE AMENDMENT
HOUSE OF REPRESENTATIVES
State of Oklahoma

SPEAKER:

CHAIR:

I move to amend SB549 _____
Of the printed Bill
Page _____ Section _____ Lines _____
Of the Engrossed Bill

By striking the Title, the Enacting Clause, the entire bill, and by
inserting in lieu thereof the following language:

AMEND TITLE TO CONFORM TO AMENDMENTS

Adopted: _____

Amendment submitted by: Tammy West

Reading Clerk

STATE OF OKLAHOMA

1st Session of the 56th Legislature (2017)

PROPOSED
COMMITTEE SUBSTITUTE
FOR ENGROSSED
SENATE BILL NO. 549

By: Holt of the Senate

and

West (Tammy) of the House

PROPOSED COMMITTEE SUBSTITUTE

[state employees - family and medical leave -
longevity - codification - effective date]

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

SECTION 1. NEW LAW A new section of law to be codified
in the Oklahoma Statutes as Section 840-2.22A of Title 74, unless
there is created a duplication in numbering, reads as follows:

A. Beginning January 1, 2018, all Oklahoma state employees
experiencing pregnancy, childbirth or a related medical condition as
defined by the federal Family and Medical Leave Act may take leave
that exceeds the twelve (12) weeks provided by the federal Family
and Medical Leave Act, for up to eight (8) additional weeks, not to
exceed a total of twenty (20) weeks in a twelve-month period. The
additional leave provided for in this subsection is also available

1 to all Oklahoma state employees experiencing the adoption of a
2 child. The employee utilizing the additional eight (8) weeks
3 provided for in this section may not use accrued paid leave of any
4 kind during the additional eight-week period.

5 B. A state employer may require a state employee who plans to
6 use the additional leave provided for in this section to give the
7 employer reasonable notice of the date the additional leave may
8 commence and the estimated duration of the leave.

9 C. Any violations of the provisions of this section may be
10 enforced by the discriminated state employee in a civil action filed
11 in the district court of the county where the state employer's
12 principal office is located. In addition to a civil action, the
13 Commissioner of Labor may impose an administrative fine as
14 authorized by Section 89 of Title 40 of the Oklahoma Statutes.

15 D. The Office of Management and Enterprise Services is
16 authorized to promulgate rules consistent with the provisions of
17 this section.

18 SECTION 2. NEW LAW A new section of law to be codified
19 in the Oklahoma Statutes as Section 840-2.22B of Title 74, unless
20 there is created a duplication in numbering, reads as follows:

21 A. Beginning January 1, 2018, no state agency, board,
22 commission or other state employer may require any period of
23 employment longevity of a state employee experiencing pregnancy,
24 childbirth or a related medical condition as defined by the federal

1 Family and Medical Leave Act or experiencing the adoption of a child
2 in order for that state employee to use the leave provided under the
3 federal Family and Medical Leave Act or under Section 1 of this act.

4 B. Any violations of the provisions of this section may be
5 enforced by the discriminated state employee in a civil action filed
6 in the district court of the county where the state employer's
7 principal office is located. In addition to a civil action, the
8 Commissioner of Labor may impose an administrative fine as
9 authorized by Section 89 of Title 40 of the Oklahoma Statutes.

10 C. The Office of Management and Enterprise Services is
11 authorized to promulgate rules consistent with the provisions of
12 this section.

13 SECTION 3. This act shall become effective November 1, 2017.

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15 56-1-7536 AMM 04/11/17

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