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February 27, 2017

By: Holt

An Act relating to labor; prohibiting certain employment practice; requiring certain notice of accommodation; providing for enforcement; providing for codification; and providing an 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 88.1 of Title 40, unless there is created a duplication in numbering, reads as follows:

For the purpose of all Oklahoma state employees, it shall be an unlawful employment practice for any agency, board, commission or other state employer to establish or attempt to impose an eligibility requirement, such as minimum hours worked or length of service, against an employee affected or disabled by pregnancy, childbirth or a related medical condition or for adoption before the employee is eligible for reasonable accommodation, temporary transfer to a less strenuous or hazardous position or disability leave upon the medical advice of a physician, where such accommodation, transfer or leave could be reasonably accommodated by such employer. Any state employer denying an employee such

1 accommodation, transfer or leave after notice of the medically
2 advised accommodation shall be subject to an administrative fine by
3 the Commissioner of Labor as provided in Section 89 of Title 40 of
4 the Oklahoma Statutes, and in addition, the employee may bring a law
5 suit in the district court of the county in which the state employer
6 is located for enforcement of the provisions of this section.

7 SECTION 2. This act shall become effective November 1, 2017.

8 COMMITTEE REPORT BY: COMMITTEE ON GENERAL GOVERNMENT
9 February 27, 2017 - DO PASS
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