

1 STATE OF OKLAHOMA

2 2nd Session of the 57th Legislature (2020)

3 HOUSE BILL 3421

By: Sterling

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6 AS INTRODUCED

7 An Act relating to labor; creating the Long-Term
8 Workforce Training Act; allowing employers to create
9 certain training program for employees; providing for
10 definitions; 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. This act shall be known and may be cited as the "Long-Term
17 Workforce Training Act".

18 B. An employer may create an on-the-job training program for
19 employees to receive education and training for a specific job skill
20 or position. In implementing such program, the employer shall incur
21 all educational and training expenses of the employee and the
22 employee shall be required to remain employed with the entity for a
23 specified time period agreed upon by the employer and employee. If
24 the employee chooses to no longer be employed with the employer, the

1 employee shall be required to reimburse the employer for all
2 educational and training expenses, unless otherwise agreed upon in
3 writing by the employer and employee.

4 C. As used in this section:

5 1. "Employer" means any person, firm, corporation, partnership,
6 association, nonprofit organization or public employer, which has
7 one or more employees within this state, or which has offered or may
8 offer employment to one or more individuals in this state; and

9 2. "Employee" means any person who supplies labor for
10 remuneration to his or her employer in this state.

11 SECTION 2. This act shall become effective November 1, 2020.

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13 57-2-10076 LRB 01/07/20

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