

**BILL SUMMARY**  
1<sup>st</sup> Session of the 58<sup>th</sup> Legislature

<b>Bill No.:</b>	<b>HB 2545</b>
<b>Version:</b>	<b>Proposed Committee Substitute</b>
<b>Request Number:</b>	
<b>Author:</b>	<b>Burns</b>
<b>Date:</b>	<b>2/16/2021</b>
<b>Impact:</b>	<b>Please see previous summary of this measure</b>

**Research Analysis**

The proposed committee substitute to HB 2545 creates the Oklahoma Uniformed Services Employment and Reemployment Rights Act, applicable to members of the state military forces while serving on state active duty or Title 32 active duty. The measure prohibits employers from discriminating against employees or prospective employees on the basis of their membership or service in state military forces. Employers are further prohibits from discriminating against any employee or prospective employee who has enforced a protection, testified, assisted an investigation, or exercised a right in regards to the Oklahoma Uniformed Services Employment and Reemployment Rights Act.

The measure also entitles to reemployment any person whose absence from employment is necessitated by reason of service in state military forces, provided that the person has given advance notice to their employer, is not absent for a cumulative length of more than five years, and reports or submits a reemployment application to their employer. The measure further provides for exceptions to these provision, requirements regarding application for reemployment, and order of priority when reemploying members of the same position.

The measure requires the administrator of each state agency or political subdivision to submit a report to the House and Senate Veterans and Military Affairs committees by December 31 of each year that contains the number of persons whose reemployment with such state agency or political subdivision was determined to be impossible or unreasonable, with the reason for that determination.

The measure also requires the Commissioner of Labor to provide assistance to any person regarding this Act and investigate any complaints. The measure provides for complaint and judicial process.

Finally, the measure requires each state agency and political subdivision to provide training for their human resources personnel about the rights, benefits and obligations provided in the Act and the application of its requirements.

Prepared By: Emily McPherson

**Fiscal Analysis**

The measure is currently under review and impact information will be completed.

Prepared By: Mark Tygret

**Other Considerations**

None.

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