

Bill Summary
1st Session of the 58th Legislature

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| Bill No.: | HB 2545 |
| Version: | ENGR |
| Request No.: | |
| Author: | Sen. Simpson |
| Date: | 03/25/2021 |

Bill Analysis

HB 2545 creates the Oklahoma Uniformed Services Employment and Reemployment Rights Act. The measure prohibits employers from discriminating against employees or prospective employees based on their membership or service in state military forces. Employers are further prohibiting 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 provides that 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 5 years, and reports or submits a reemployment application to their employer shall be entitled to reemployment. The measure further provides for exceptions to these provisions, 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 assist such persons 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.

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