

STATE OF OKLAHOMA

1st Session of the 60th Legislature (2025)

POLICY COMMITTEE  
RECOMMENDATION

FOR ENGROSSED

SENATE BILL NO. 250

By: Thompson of the Senate

and

Duel of the House

POLICY COMMITTEE RECOMMENDATION

An Act relating to the Oklahoma Minimum Wage Act;  
amending 40 O.S. 2021, Section 197.16, which relates  
to tips, gratuities, meals, or lodging; updating  
statutory reference; allowing for alternate  
computation for wage under certain conditions;  
updating statutory language; and providing an  
effective date.

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

SECTION 1. AMENDATORY 40 O.S. 2021, Section 197.16, is  
amended to read as follows:

Section 197.16. A. To compute the minimum wage of any employee  
coming within the purview of ~~this act~~ the Oklahoma Minimum Wage Act,  
credit toward the minimum required wage ~~must~~ shall be given for any  
tips or gratuities, meals, or lodging received by the employee ~~up to~~  
~~but not exceeding fifty percent (50%) of said wage~~ provided that the

1 employer pays a cash wage not less than required under 29 C.F.R.  
2 Section 531.50(a)(1).

3 B. To compute the minimum wage of any employee coming within  
4 the purview of the Oklahoma Minimum Wage Act should the minimum wage  
5 exceed the current federal minimum wage, credit toward the minimum  
6 required wage may be given for any tips or gratuities, meals, or  
7 lodging received by the employee.

8 SECTION 2. This act shall become effective November 1, 2025.

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