

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 2nd Session of the 60th Legislature (2026)

4 HOUSE BILL 3428

 By: Menz of the House

5 and

6 **Wingard** of the Senate

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9 AS INTRODUCED

10 An Act relating to labor; requiring certain employers
11 to post veterans benefits in the workplace; providing
 for codification; and providing an effective date.

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

15 SECTION 1. NEW LAW A new section of law to be codified
16 in the Oklahoma Statutes as Section 201 of Title 40, unless there is
17 created a duplication in numbering, reads as follows:

18 A. The Oklahoma Department of Labor shall consult with the
19 Division of Veterans Services to create and distribute a veterans
20 benefits and services poster.

21 B. Such poster shall, at a minimum, include information
22 regarding the following services available to veterans:

23 1. Contact and website information for the Division of Veterans
24 Services and the Department's veterans program;

1 2. Substance abuse and mental health treatment;

2 3. Educational, workforce, and training resources;

3 4. Tax benefits;

4 5. State of Oklahoma veteran driver licenses and non-driver
5 identification card;

6 6. Eligibility for unemployment insurance benefits under state
7 or federal law;

8 7. Legal services; and

9 8. Contact information for the United States Department of
10 Veterans Affairs Veterans Crisis Line.

11 C. Every employer in the state with more than fifty (50) full-
12 time equivalent employees shall display the poster created pursuant
13 to this section in a conspicuous place accessible to all employees
14 in the workplace.

15 SECTION 2. This act shall become effective November 1, 2026.

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17 COMMITTEE REPORT BY: COMMITTEE ON HEALTH AND HUMAN SERVICES
18 OVERSIGHT, dated 02/12/2026 - DO PASS, As Coauthored.