

## HOUSE OF REPRESENTATIVES - FLOOR VERSION

STATE OF OKLAHOMA

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

HOUSE BILL 3428

By: Menz of the House

and

**Wingard** of the Senate

## AS INTRODUCED

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

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

SECTION 1. NEW LAW A new section of law to be codified

in the Oklahoma Statutes as Section 201 of Title 40, unless there is created a duplication in numbering, reads as follows:

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

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

1. Contact and website information for the Division of Veterans 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  
OVERSIGHT, dated 02/12/2026 - DO PASS, As Coauthored.  
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