

1 **HOUSE OF REPRESENTATIVES - FLOOR VERSION**

2 STATE OF OKLAHOMA

3 1st Session of the 60th Legislature (2025)

4 COMMITTEE SUBSTITUTE
5 FOR ENGROSSED
6 SENATE BILL NO. 250

By: Thompson of the Senate

and

Duel of the House

8
9
10 COMMITTEE SUBSTITUTE

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

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

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

21 Section 197.16. A. To compute the minimum wage of any employee
22 coming within the purview of ~~this act~~ the Oklahoma Minimum Wage Act,
23 credit toward the minimum required wage ~~must~~ shall be given for any
24 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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10 COMMITTEE REPORT BY: COMMITTEE ON COMMERCE AND ECONOMIC DEVELOPMENT
11 OVERSIGHT, dated 04/23/2025 - DO PASS, As Amended.
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